



The Enlisted Professional Bulletin
of the United States Navy
January-March 2001
Volume 1/01



2001 Career Issue

*Inside
Why are Veterans
"Returning Navy?"*

*Find Out on Page 12.
Also, Take the LINK Survey,
on Page 89.*



Commander, Navy Personnel Command RADM G. L. Hoewing



Hello from Millington. As we look forward to the challenges that the New Year will bring, this “Career Issue” of *LINK* magazine is dedicated to assisting you as you walk down the path to success. I hope that you will share this important career management information with all of your shipmates as you learn more about the many programs and opportunities available.

The Center for Career Development (CCD) here in Millington is tackling retention head-on, providing the Fleet with the right tools to help keep the Navy’s best and brightest Sailors. The CCD traveling teams are conducting career decision workshops for Sailors and their families; professional training for Navy Career Counselors and Command Retention Teams; and detailer group discussions. CCD is also working to develop web-based interactive products to aid Sailors and their families in making informed career choices. The CCD is part of

the Navy’s continuing efforts to improve Sailors’ quality of service – that is, a balanced combination of quality of life and quality of work. Career development is not a part-time commitment; it is everything we do for our Sailors, every day, until they reach their next career decision. It’s important to remember that retention is done within the lifelines of a command. More information on CCD can be found on page 10.

Another innovative program that was launched with the ultimate goal of getting more Sailors to stay Navy is the Detailer Communications Initiative (DCI). The idea is for detailers to reach out and touch Sailors earlier in the distribution process; in fact, detailers are now proactively calling Sailors a full 12 months from their PRDs to get an idea of what their career plans are, and to establish solid communication. At the 10-month mark, detailers send their Sailors an “orders preparation checklist,” which helps prepare them and their families for the nine-month orders negotiation window. Of course, the command career counselor (CCC) is critical to the success of this process. I encourage all of you to read page 11, which further explains DCI.

In January, we will launch a web-based questionnaire system called ARGUS, which will be used to gather specific data from Sailors on retention influences at major career milestones, such as reenlistment, advancement and PCS. ARGUS will help Navy leaders evaluate factors that influence a Sailor’s career decision. The results will have a direct and measurable impact upon retention policies throughout the Fleet. I encourage you to fill out the questionnaire when asked – your input is important!

Congratulations to all of you who were promoted as a result of the September E4 through E6 advancement exams! Some 27,550 Sailors will put on an additional chevron, an increase of 1,271 (4.8 percent) over the number of advancements from the previous cycle. With the completion of the drawdown, advancement opportunity for most ratings has consistently improved, with the exception of a few ratings that are still over-manned at the senior petty officer grades.

The Navy’s new High-Year Tenure (HYT) policy provides eligible first and third class petty officers with an additional two years of service and an opportunity to professionally advance and potentially earn retirement. Career lengths have increased from 20 to 22 years for E6s, and from 10 to 12 years for E4s. This policy gives our people additional chances to advance and extend their careers, and also supports the Navy’s goal to retain the invaluable talent and leadership skills of our more experienced Sailors. [See NAVADMIN 284/00, available at <http://www.bupers.navy.mil>.]

In the past year, we have made significant improvements to the Job Advertising and Selection System, better known as JASS. We first implemented View-Only JASS on BUPERS Access [www.bupersaccess.navy.mil], which allows any Sailor with Internet access to view available jobs. As a direct result of Fleet requests, we then implemented the web-based version of the JASS client, called Web JASS. Web JASS is used by command career counselors to view jobs and submit applications on behalf of a Sailor. The goal is that these two Internet-based systems will work hand-in-hand to better serve the needs of both the Sailor and the Navy. Your feedback is greatly appreciated as we continue to look for ways to improve the detailing process.

The Overseas Tour Extension Incentive Program (OTEIP) application and approval process has also been fully web-enabled and placed on BUPERS Access. OTEIP allows Sailors in overseas and other selected remote billets to extend on board for various incentives. Web-enabling the application process has reduced approval time for a request from about 90 days to less than 10 working days – now that’s taking advantage of technology! More than 1,100 OTEIP applications have been received and approved since the process went online. For more information on the OTEIP program, please contact your command career counselor.

This issue of *LINK* is full of details on everything from commissioning programs, to rating conversion opportunities, to advanced training and tips on how to manage your career – need-to-know information that should become a part of your seabag. Please help pass the word.

Rear Admiral, U.S. Navy

LINK

Volume 1/01

January-March 2001

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Mission of the Navy

The Mission of the Navy is to maintain, train and equip combat-ready Naval forces capable of winning wars, deterring aggression and maintaining freedom of the seas.

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Cover photo: It's another day at work for this aviation boatswain's mate as 20 tons of F/A-18 Hornet roars overhead, off a waist catapult on USS ABRAHAM LINCOLN (CVN 72). The ship was on station in the Arabian Gulf in support of Operation Southern Watch. DoD photo by PHAN Mason Cavazos.

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ACNP for Distribution

RADM H. B. Tallent



The hottest topic around here lately is our new Detailer Communication Initiative (DCI). I told you a little about DCI in my last column in the October-December 2000 issue, but in these past few months, we have come a long way in putting ideas into action, and I wanted to let you know how far we have come.

The intent of taking on this initiative was to re-think the enlisted detailing process to ensure that detailers are able to do everything reasonable to provide Sailors with the orders they want. The actions being taken in the DCI revolve around five themes, the first of which is the Human in the Loop concept. This concept, in a nutshell, endeavors to get your phone call answered by either your detailer or another person, should your

detailer be busy. The idea here is to reduce the impersonal touch of voicemail, and to this end we have already modified our phone system to re-route calls from busy numbers. We have also begun hiring administrative assistants to help handle the phones and take care of other administrative tasks.

The second theme is our Detailer Training Pipeline, which will help our detailers effectively communicate with you from their first day on the job. Starting back in Oct. 1, 2000, new detailers began going through a new training pipeline modeled after recruiter-style training. In addition to the initial training, detailers will continue to receive training throughout their tours to help maintain and improve their communication skills.

The next theme, Proactive Detailing, will probably be the first change that you notice, if you haven't experienced it already. The intent here is to initiate the detailing process at the 12-month point by having detailers call Sailors to discuss career options. To the best of our capacity, we are already making these calls, and once we hire all of our administrative assistants, we should be able to make all of the phone calls.

Listening to the Fleet, our fourth effort, centers on your feedback. Surveys delivered during detailer visits to the fleet and databases that show some of our popular programs, are helping us to find out if we're meeting your detailing needs.

Finally, Detailing Awareness is our program to educate you and your commands about the detailing process. We have already developed four presentations, including three PowerPoint presentations and one video, about view-only JASS. These are available on our Web Site and will be included on the January-March 2001 BUPERS CD-Rom. We are continuing to develop presentations based on feedback.

As you can see, we have been working pretty hard to get this initiative going as quickly as possible. We understand that the detailing process is a determining factor in retention, and we are doing our best to make this process as satisfying as possible. If you feel that there is something that we need to address, let us know.

We'll be talking to you.

H. B. Tallent
Rear Admiral, U. S. Navy

Master Chief Petty Officer of the Navy MMCM(SS/SW/AW) James L. Herdt



Career Opportunities...they are abundant throughout our Navy and anyone wanting challenge and advancement opportunity need look no further than within our great Navy. Now we face our biggest hurdle – making sure our shipmates are aware of them and take full advantage of the opportunities they're presented.

I can think of no better forum to discuss career opportunities than *LINK* magazine. Shipmates, today the sky is the limit unlike ever before. All you have to do is set your goals and go after them – with the vast chances for you to succeed, I only caution you against selling yourself short. Anything is possible with a vision and a plan to make that vision a reality. Sure, you can expect plenty of hard work along the way, but when you finally do achieve your goals, they mean that much more to you. If your dream doesn't require dedication, hard work and perseverance, it may be time you reach for brighter stars.

There are a couple of things I challenge each of you to judge your success against. You will succeed by excelling in the essential elements of demanding jobs. Every Sailor in the Navy should concentrate on meeting two essential elements in their job. The first is how well they accomplish or contribute to their command meeting the mission of the command and the Navy. The second is how well they provide the opportunity, direction and role modeling necessary to grow and develop Sailors. These are what we as Sailors are all about and the standards by which we should measure our success.

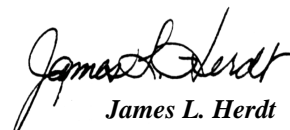
We each have a responsibility to help our shipmates realize the expectations they have from the Navy. This doesn't mean making life easy for Sailors. No one joins the Navy to "be taken care of." We all want to be part of a team that holds itself to very high standards. It's up to all of us to ensure we maintain those standards, and meet each other's expectations. This team we belong to is the best team in the world. We stand for what's right to so many people around the world that we'll never meet. These people rely on us to pay the bill for a way of life that every human being deserves. What better cause exists for a team to spend its efforts than freedom?

Ensuring we sustain the most dynamic and professional team possible is exactly why we must invest more efforts into growing and developing our shipmates. Sailors in a position of leadership today did not get there by themselves. It took proactive mentoring from previous shipmates that realized the importance of building the Navy after next. This is not something we're necessarily neglecting today. We can simply never afford to lose sight of the importance of mentoring and building our leaders of tomorrow.

Another important factor in career progression is our willingness to take the hard jobs in the Navy demanding the most sacrifice. Assignment opportunities are more equal today than ever before, and Sailors wanting to advance need to seek out challenging assignments. Looking back, the tours I enjoyed the most are the ones that were the most challenging. That's a big reason the majority of us came in the Navy and a bigger reason we stay – we want challenges.

You don't have to look too hard to find a challenging assignment in our Navy. If you're up for sea duty, take your share of sea duty on a gray duty station that gets underway. If you're up for shore duty, recruiting, instructing, and RDC duty immediately come to mind. The statistics speak quite clearly when you look who is getting selected for chief, senior and master chief. Leaders volunteering for these jobs are moving up fast.

Overall, any Sailor serving in our Navy in 2001 is lucky enough to be able to serve their country in the greatest Navy ever to go to sea – and we're getting better every day. The sky is the limit for where you take your Navy career, sometimes literally. Attack with a positive attitude, take care of your shipmates along the way, and make sure you're ready to seize opportunities when they present themselves to you – opportunity will knock for you to have a great career in our Navy. Keep up the great work, and I'll see you about the fleet.


James L. Herdt
Master Chief Petty Officer of the Navy



Director, Enlisted Assignments Division CAPT Bob Scott

Greetings once again from Navy Personnel Command! In my last article, I spoke of changes we are making within PERS-40 to support you and your Sailors. As we turn the calendar to a new year, we also turn up the tempo on our proactive detailing. Communicating with our Sailors prior to the Sailor's detailing window is now our primary focus. Although the negotiation process cannot begin until the Sailor actually enters their negotiating window, this initial contact will hopefully help shape the Sailor's expectations for follow on orders, allowing them time to consult with their families and chain of command and to consider what is best for their individual careers.

The desires from the Fleet are loud and clear. Sailors want to talk to detailers! We have instituted a "human in the loop" concept to ensure your Sailors talk to a person, rather than a machine when calling their detailers. Our goal is for every call to reach the appropriate detailer, but in the event the detailer is not available, their call will be auto-routed to an administrative assistant, and as a last resort, to voice mail. Building on our personal communications focus, we have resumed detailing trips throughout the globe to allow face-to-face contact between Sailors and detailers.

PERS-40 is starting cyber-detailing! We already have JASS on the Web and we have put three videos online that explain the detailing process. These initiatives are all in progress, and the concept is right! Personal communication and interaction are our focus. I welcome feedback on the effect of these initiatives as well as any ideas on how we can do better.

On a different note, but still committed to taking care of our Sailors, I need command support on two fronts; (1) the Navy Leadership Continuum Course (LCC) and (2) timely completion of requirements when in receipt of orders. The LCC is a requirement for enlisted advancement and we need to ensure your Sailors complete this course. Many Sailors are detaching PCS and heading to remote duty stations without having completed this requirement. This puts a significant burden on the gaining command, both financially and operationally, to provide this training in an effort not to create an advancement stumbling block. Second, the delay in complying with and reporting OBLISERVE and special screenings requirements negatively impacts the Sailor and receiving command, frequently resulting in unused school seats, which bottlenecks the detailing process. I ask that you closely look at these requirements contained within the PCS orders and help us keep our Sailors on track to their next command.

I appreciate your support. Go Navy!



Bob Scott
Captain, U. S. Navy

Want a Commission? New Instruction Makes Applying Easier

WASHINGTON (NNS) – New procedures are now in place for Sailors interested in applying for all enlisted to officer commissioning programs.

What once required rifling through 12 separate instruction manuals and completing just as many application forms when applying for individual commissioning programs, now requires the use of only one instruction manual and one single, user-friendly application form.

In announcing the good news, Vice Adm. Norb R. Ryan Jr., Chief of Naval Personnel, stated that “this new program strongly supports the Navy’s goal to create and implement smart, time saving initiatives that support each Sailor’s ability to achieve the goals they set for themselves.”

The consolidated manual and single-form application process not only eases a Sailor’s ability to apply for more than one program at a time, but the new instruction provides career counselors and senior management with better, more concise tools to mentor the best qualified Sailors desiring a commission.

The single manual provides information on every commissioning program, including: United States Naval Academy (USNA), Naval Academy Preparatory School (NAPS), Naval Reserve Officer Training Corps Scholarship Program (NORTC), Broadened Opportunity for Officer Selection and Training (BOOST), Seaman to Admiral (STA), Officer Candidate School (OCS), Basic Enlisted Commissioning Program (ECP), Enlisted Commissioning Program (Aviation Option [AEC], Nuclear Option [NECP], and Civil Engineering Corps Option [ECP-CEC]), Medical Enlisted Commissioning Program (MECP), Medical Service Corps Inservice Procurement Program (MSC IPP), Limited Duty Officer (LDO) and Chief Warrant Officer (CWO).



“This is, without a doubt, a win-win program that benefits everyone. With an easier, more consolidated process, I hope that all Sailors in the Fleet take advantage of the opportunity to apply for any commissioning programs of interest to them,” Vice Adm. Ryan added.

***OPNAVINST 1420/1
replaces 12 different
instructions and forms.
Applicants for all programs
must use the new
instruction and application
forms as of Dec. 1, 2000.***

Pertinent administrative information for all programs, including eligibility requirements, application procedures and points of contact for each unique program are detailed in the new manual and application form, OPNAV 1420.1, found at <http://neds.nebt.daps.mil>.

Sailors who have initiated and submitted applications for commissioning under previous guidelines, prior to the approval of the new instructions, can expect processing to be uninterrupted.

For more information, refer to NAVADMIN 178/00 located at <http://www.bupers.navy.mil>, or contact LCDR Stacy Henderson, N131D1 at DSN 223-2313, Comm (703) 693-2313.

*By Lynette S. Williams
Chief of Naval Personnel Public Affairs*

ITEMPO Program Helps Navy Manage Deployment Time

(NWS) — The Navy recently announced a new program to help leadership achieve a better balance between the Navy's global commitments and the time Sailors must be away from their families.

The Individual Personnel Tempo Program (ITEMPO), mandated under the Defense Authorization Act of FY00, will account for and manage the amount of time every Sailor in the Navy (including Reserves) is required to be away from their permanent duty station (PDS) or home port.

Under ITEMPO, every command Navy-wide will track deployment and non-deployment events for each Sailor attached to their command. Deployment events, where a Sailor "could not go home at night" (underway periods, exercises away from PDS/home port, TAD travel, etc.), will be tracked by the member's command and reported. Under ITEMPO, a Sailor cannot be deployed beyond 182 days of the preceding 365 days (on a rolling calendar) without the prior approval of the first flag or general officer in the chain of command. Additionally, a Sailor cannot be deployed beyond 220 days without prior approval of a more senior Navy flag officer.

Non-deployment events, which are days where a Sailor "could not go home at night" due to certain duties (including any government school regardless of location, or "fast cruises" at the PDS/home port, hospitalization in the area of PDS/home port or due to disciplinary reasons, etc.) are tracked, but will

not count toward a Sailor's deployment days under ITEMPO.

Events that under ITEMPO are not tracked or reported at all include normal workdays for shore-based Sailors, periods in home port for members assigned to ships or vessels, periods of leave, overnight duty at the member's command and TAD periods in the local area of the PDS/home port.

The Navy is working with the Department of Defense and Congress to ensure the final plan addresses the needs of Sailors and their families, while complying with the spirit and letter of the law. For details on the ITEMPO Program, please see NAVADMIN 255/00.

*Navy Personnel Command
Public Affairs*

Navy Advancement Center is Online to Help Sailors Succeed

When was the last time you visited the Navy Advancement Center's (NAC) Web Site to see if you were properly preparing for your next advancement exam?

This Site includes the latest version of your rating's advancement handbook. Designed to help you study, the handbook has links and phone numbers for your rating's exam writers, and helpful tips on preparing for your advancement.

Without a doubt, the best-kept secret on the site is the Navy Enlisted Advancement System brief, which is available to view or download. This brief takes you on a tour of the entire advancement process - from how exam questions are written, to how final multiples are compiled. It provides an excellent view into the exam process, for those who are taking the exams *and*

those in leadership or supervisory positions. It can also be used as a tool for General Military Training. Or, your command could sponsor a TAD visit by an exam writer to present this brief in person and answer questions from your Sailors about the enlisted exam process.

If you're qualified for advancement, the Navy Advancement Center Web Site should be a regular stop for you when you are surfing the web. The site is not only designed to help you prepare and study better, it can also help you improve your advancement scores and advancement opportunities. Check it out at <http://www.advancement.cnet.navy.mil>, or call the Center at DSN 922-1685, Comm (850) 452-1685.

More Schools Offer Degrees Through Navy College Partnerships

PENSACOLA, Fla.—Responding to Sailors' need for greater access to higher education, Navy College Program (NCP) has developed new partnerships with 16 colleges and universities to offer rating-related degrees via distance learning to Sailors everywhere.

These new education partnerships provide associate's and bachelor's degree programs related to each rating, and make maximum use of military professional training and experience to fulfill degree requirements. The program also provides opportunities to take courses through distance learning so that Sailors anywhere will be able to pursue a degree. Beginning in January 2001, the college partners can be reached from the Navy College Center Web Site, at <http://www.navycollege.navy.mil>. Although all Navy ratings are paired with at least one degree choice, some ratings need additional options. NCP will seek additional education partnerships in the Spring of 2001.

Partner colleges will offer courses in a variety of formats, such as CD-ROM, videotape, paper or over the Internet. The new partnerships build on the existing Servicemembers Opportunity Colleges-Navy (SOCNAV) foundation, which supports both the Sailor's mobile lifestyle and educational goals. With over 80 SOCNAV member schools, Sailors will have the option to pursue the degree of their choice. Many may want to pursue a rating-related program as the quickest route to a degree; others may choose to pursue other degrees within the Liberal Arts or Sciences. The NCP supports either option.

Over the past year, introduction of the Sailor/Marine American Council on Education Registry Transcript (SMART), the NCC and the virtual Navy College Office have provided easy access and revolutionized the Sailor's ability to find out the amount of recommended college credit they have. Additionally, the 64 Navy College Offices worldwide have had staffing increases to better provide academic counseling.

"NCP focuses on helping Sailors to voluntarily obtain a college degree while in the Navy, when they are ready, and at their own pace, anytime, anywhere. The response from the fleet has been overwhelming. As of October, the Navy College Center had logged more than

New Navy College Partners

City University, Renton, Wash.
Coastline Community College, Fountain Valley, Calif.
Dallas County Community College, Dallas, Texas
Embry-Riddle Aeronautical University,
Daytona Beach, Fla.
Empire State University, Saratoga Springs, N.Y.
Florida Community College, Jacksonville, Fla.
Florida State University, Tallahassee, Fla.
Fort Hays State University, Hayes, Kan.
George Washington University, Washington, D.C.
Old Dominion University, Norfolk, Va.
Pikes Peak Community College,
Colorado Springs, Colo.
Rogers State University, Claremore, Okla.
Thomas Edison State College, Trenton, N. J.
Troy State University, Troy, Ala.
University of Maryland University College,
Adelphi, Md.
Vincennes University, Vincennes, Ind.

This list only includes the latest schools to partner with Navy College. For a complete list of all 80-plus schools, visit <http://www.navycollege.navy.mil>.

500,000 hits," said Ileen Rogers, the Navy's director of Voluntary Education Requirements and Policy.

One of the most requested items supplied by the NCP is the SMART, a computer-generated transcript that will automatically record the recommended college credit a Sailor earns for military training and work experience.

"Sailors can also submit official copies of their SMART to academic institutions of their choice. Every Sailor graduating from recruit training and evaluated "A" and "C" schools are given a summary SMART, said Barry Nelson director of the Navy College Center (NCC) at Saufley Field, Fla.

To find out about your education opportunities, visit your local Navy College Office, visit the NCC Web Site at <http://www.navycollege.navy.mil>, E-mail the NCC at ncc@cnet.navy.mil, or call toll-free (877) 253-7122, DSN 922-1828

CNET Public Affairs

Center for Career Development

Who We Are. The Center for Career Development (CCD) was established at Navy Personnel Command in Millington, Tenn., to help the Navy strike a more equitable balance between recruiting and retention. While retention is and always will be a command responsibility, the CCD has been established to provide the Fleet all the tools necessary to keep the Navy's high-quality Sailors in uniform.

Establishment of the CCD is part of the Navy's continuing efforts to improve Sailors' quality of service – that is, a balance of quality of life *and* quality of work. To that end, one of the Center's main objectives is to foster a professional climate in which retention is a culture rather than a single event conducted when a Sailor reaches a career decision crossroads.

What We Do. We provide enhanced professional training for career counselors and command retention teams. The Center offers, or will offer, Professional Selling Skills (PSS) training for Navy career counselors, PCOs/PXOs/PCMCs and detailers of non-SRB ratings.

We conduct career decision seminars and workshops for Sailors and their families. The main goal of the seminars is to provide Sailors and their families with an objective overview of the career decision process. In very broad terms, the seminars cover the benefits of a Navy career, truths and myths about the private sector and the career decision process.

We are creating Web-based interactive products to aid Sailors and their families in making informed career decisions. The Center is developing a comprehensive Web Site which will provide one-stop shopping for everything Sailors and their families need to make informed career decisions – from information on pay and benefits and career paths, to educational opportunities and advancement information.

We consolidate and analyze the Navy's retention and quality of service data into useful and predictive tools to assist senior leadership in making policy decisions. ARGUS, formerly known as the Navy Exit Survey, is being piloted on selected afloat platforms. It will be administered at key career decision points to gauge Sailors' attitudes on career considerations, working conditions, personal and family life, pay and benefits and Navy culture, among other issues.

What We Can Do For You. The Center for Career Development can send a traveling team to commands



Sailors from USS Kitty Hawk's (CV 63) Engineering Department talk to MMC(SW) Gary Boutwell, MM E6 Detailer, during a CCD site visit. U.S. Navy Photo by JO1(SW) Mark Savage.

worldwide to conduct career information seminars for Sailors and their families, and provide professional training for CCCs and retention teams.

The site visit kicks off with a briefing for area COs/XOs/CMCs on the Navy's present retention climate; the genesis of the CCD, its mission and core competencies; and an overview of the Navy's career counselor community and vision for the future. CCD also serves the Fleet as a conduit of command best retention practices and highlights this valuable information at every site visit.

Sailors and their spouses are invited and encouraged to attend the career decision workshops to ensure they have all the information they need to make informed career choices. Provided by Ruehlin Associates, the workshops provide an unbiased review of the pros and cons of careers in the Navy and in the private sector.

CCD also offers Professional Selling Skills (PSS) training for CCCs. The main objective of this curriculum is to teach CCCs to become active listeners and consultative problem solvers. PSS will give career counselors the skills they need to develop lasting, mutually-beneficial relationships with their counselees.

In addition, as requested by the host command, detailers from various ratings accompany the Center on every visit. They are available to meet one-on-one with Sailors and their families.

If your command would like to schedule a CCD traveling team visit, contact LCDR John Banigan, CCD Operations Officer, at Comm (901) 874-4004, or E-mail him at JohnBanigan@persnet.navy.mil.

Detailers Calling Sailors Signals Changes in Order Writing Process

In October, some Sailors were very surprised to get a phone call from their detailer a full year in advance of their projected rotation date. Nothing was wrong, the detailers reassured them. They weren't being sent to sea duty early, nor were there orders to a remote corner of the world. The detailers merely wanted to talk... and listen.

These calls were a part of perhaps the biggest change in the order writing process to come along in decades. The Detailer Communications Initiative (DCI) is a new effort by Navy Personnel Command (NPC) in Millington, Tenn., to take a proactive approach at detailing by contacting Sailors earlier in the process.

"We're making the detailing experience more personable, professional and positive," said LCDR John Heckmann, DCI Coordinator for NPC. "We're taking a more active role in the Sailor's career desires and career planning. We want to help that Sailor have a rewarding Navy career," he added.

"The most noticeable change to the Sailor in the Fleet will be having more human interaction during the detailing process," Heckmann said. "We intend to engage Sailors by calling them first, prior to reaching the negotiation window nine months from their PRD. We'll also be working closer with Command Career Counselors to ensure the detailer's perspective is part of the member's career planning." To help make detailers more accessible to Sailors, changes

have been made to automatically route incoming phone calls to available detailers to increase the personal service for each call and reduce the voice-mail alternative. Detailers will also be getting more help to reduce their administrative burden allowing them to spend more time talking with Sailors. Under DCI, individual detailers will begin contacting individual Sailors by phone a full 12 months before their PRD or end of active obligated service (EAOS). Ideally, a Sailor would have their command career counselor or leading chief petty officer present during this call, where detailers will discuss rating-specific career options with the Sailor, and identify the Sailor's needs and desires.

At 10 months before PRD or EAOS, a short orders preparation checklist would be sent via message to the Sailor, reminding them to discuss options with their family, update Page 2 dependent information, investigate special programs options and to contact the detailer at the nine-month orders negotiation window. At the nine-month window, the Sailor should have a good idea of what type of orders they want when viewing available orders on BUPERS Access. The Sailor would then call their detailer, discuss the orders they're interested in, and make a formal application through their career counselor on the Job Advertising and Selection System (JASS).

DCI stresses detailer accessibility on many levels. In addition to

frequent phone and E-mail communication, detailers will make more visits to the Fleet to meet Sailors face to face and discuss detailing and career options with them. Further, detailers will make more extensive use of video teleconferencing, and automated presentations on the detailing process will be accessible to Sailors on the Internet and on the BUPERS-CD ROM.

DCI is being implemented as quickly as possible. Detailers are working hard to learn new communications skills and state-of-the-art technologies to make it a success. Besides new and improved training for the detailers, there are numerous action items being worked behind the scenes, all designed to enhance the detailers' ability to communicate with Sailors. "We know that improving the communication link between the Sailor and the detailer is the key to making the detailing process work better," Heckmann added, "We're going to keep striving to find ways to strengthen that link."

"We'll be monitoring feedback from the Fleet closely," Heckmann said. "Surveys have shown that the detailing process is often a significant factor in a Sailor's decision to stay or go, so we'll be doing everything we can to make a positive impact on that decision to stay," he added.

*Navy Personnel Command
Public Affairs*

Veterans Return to Active Duty for

Everyone in the Navy has heard similar stories – a Sailor leaves the service and lands a \$60,000 a year job with loads of perks, including stock options, a matching 401k plan and awesome medical benefits. With stories like that, the temptation to rejoin the civilian ranks can be high, especially when you've just returned from a second Arabian Gulf deployment in as many years or are facing an unaccompanied tour overseas.

Sailors get frustrated over long hours, frequent family separations and relocation demanded of a Navy career. But thousands of veterans have discovered that the grass isn't always greener on the outside, either. Unstable pay, long hours, weak or non-existent benefit packages and uncertainties about layoffs are prevalent in the civilian sector. This year, more than 2,600 veterans are trading in their civvies for the Navy uniform and the security and stability it offers.

IS1(SW) Christopher Ryden, 33, left an 11-year active duty career in 1996, after finishing a three-year tour as a signalman on a West Coast destroyer. Joining the Naval Reserve, he converted to his new rate and immediately found employment as a halon technician with a Long Beach, Calif., fire systems company. After one year, he moved to Minnesota and spent nine months laying hardwood floors. Finally, Ryden applied for and received a letter carrier position with the Osseo, Minn., post office – a stable job by most any measure. But Ryden felt something was missing.

"I didn't expect to jump around jobs so much when I left," said Ryden. "I didn't have a lot of expectations getting out, I just wanted away from where I was. But I soon realized I was much happier working around military people. Basically, I missed the Navy," he said.

Ryden said his decision to return to active duty wasn't necessarily a financial one, though he will be making more money in the Navy. "The Navy has a higher hourly wage under a 40-hour work week, and I paid to get my benefits from the post office," he said. "I also got tired of working outdoors, especially in the winter.



IS1(SW) Christopher Ryden, former post office letter carrier.

A lot of the post office folks were prior military, saying they wished they'd stayed in the service to retirement, but now they're too old to come back," he added.

Money was the last thing on SN Cindy Rochefort's mind when she returned to active duty. The 34 year-old realized "a 60 percent pay cut" when she took a leave of absence from her job as a software engineer in Newton, Mass., and joined the Navy.

Rochefort was one of the first female Air Force firefighters. She left active duty in 1989, joined the Air Force Reserve and found employment with a municipal fire department in Rhode Island. Her new job would be short-lived – within two months, she was recalled to active duty for Operations Desert Shield and Desert Storm. Upon return, the fire department let her go. She soon found another job as a civilian firefighter, this time at Naval Air Station South Weymouth, Mass. This job, too, would be brief, as the base closed within a year. She found a software engineer's job in Newton, Mass., staying for seven years.

"I had an awesome job, but I wanted to secure my future," Rochefort said. "There are no retirements in the civilian world anymore. Then, my company was bought out, and fears of job security set in."

"I wanted to secure long-term benefits rather than short-term ones," Rochefort added. "I want to make the military a career. I like the ocean, I like to travel, and want to get a bachelor's degree one of these days," she joked, adding she's earned two associate's degrees and is completing a third.

MM2(SS) Bennie Jennings was looking for more time with his family when he left the Navy in November 1999, after finishing a tour on an East Coast attack submarine. "I felt the command didn't support our spending time with our families between deployments," the 10-year submariner said. "I said 'this isn't suiting me,' so I got out with a clear conscience."

The first few months were "turbulent and troublesome," according to Jennings. "My wife was working and making all the



SN Cindy Rochefort, former civilian firefighter and software engineer.

Security and Stability of Navy Life

financial decisions. I was under a lot of stress to find a job as soon as possible. I did everything right and prepared for interviews, so I thought I would get a lot of calls, but I didn't. They told me I was too qualified."

Jennings held two jobs in nine months, the better one as a production machinery mechanic for a South Carolina carpet manufacturer. "It wasn't all that great," Jennings admitted. "It was \$12.25 an hour, with a 401k plan, medical and dental. That doesn't begin to compare with the Navy," he said. "The salary and lifestyle weren't what I wanted, and if I thought if I stayed there I wouldn't achieve my goals," he said.



MM2(SS) Bennie Jennings, former production machinery mechanic.

Ironically, one of the reasons Jennings is coming back to the Navy is the very reason he left; the opportunity to spend time with his family. "The Navy lets you take vacation at any given time and get paid for it," he said. "Their vacation policy was after every six months, you were allowed a week off. I wanted to take a vacation, but they said I was too valuable and didn't want to give me any time off at all," Jennings said.

SN Michael Sullivan, 31, had completed almost nine years of active duty in the Marines when he left in 1997. A musician in the Corps, he was simply looking for a change. "I was a good enough drummer to know I wasn't any good," he jokes. "The Marines thought I had too much time in to re-train, but I wanted a job change."

Sullivan had hoped to attend college in Texas after leaving the Marines. "I was hoping to work by day and go to school in the evening, but after working outdoors for 10-12 hours (selling propane), all I wanted to do when I came home was sit on the couch like Al Bundy. I was having a hard time adjusting, and it was kind of bothersome," he admits.

After a year and a half of propane sales, Sullivan landed a job as a flight

attendant with a major Texas-based airline. "I was making \$19 an hour, flying 103 hours a month," he said. "The first six months were fun, but I was based in three different cities: Dallas, San Francisco and Boston. I'd fly one leg to Boston, get just enough sleep (to satisfy FAA requirements) and turn around and do two or three more legs. It started taking a toll on my body," Sullivan said.

Despite coming back in two paygrades lower than he left, Sullivan feels he's coming out on top. "I'll take home more as an E3 drawing BAH and COMRATS than someone flying 20 days a month, making \$40 an hour after 12 years in the air," he said. "As a flight attendant, the retirement was basically nothing; now, I'll get 50 percent of base pay after 20 years. In the Navy, medical and dental are free; I had to pay to join an HMO with the airline, and paid a lot extra to cover my family," he added.

SKSN Carla Moore, 24, returned to the Navy to find the job satisfaction that eluded her on the outside. Leaving the Navy in 1996 after just two years, she planned on attending college, but needed a good job first.

"Finding a good-paying job was ridiculous," she said. "I started looking for warehouse work, but nobody was looking for full-time workers. They'd give you a beeper, so they could beep you whenever a shipment came in. You had to get there in an hour," Moore added. "I ended up settling for fast food," managing a restaurant in New Jersey.

Moore soon quit and moved closer to relatives in Michigan because, "I was tired of being dead on my feet every day, babysitting teenagers." Taking a job at a department store stocking shelves, she never found the time or the money to start college.



SKSN Carla Moore, former sales associate.



SN Michael Sullivan, former airline flight attendant.

***Veterans Return to Active Duty,
continued on Page 14***

Career Information

Veterans Return to Active Duty, continued

"I was taking home \$400 every two weeks, but wasn't seeing anything after bills," she said. "I was also paying \$80 a month for health benefits I wasn't using, and didn't have vision or dental coverage. I also wasn't able to splurge on anything like I had before," Moore said. "Little things like CDs, new clothes... even my Cosmopolitan magazine at \$4.50 was too much."

One night, Moore realized she needed a change. "I wasn't getting anywhere, working five or six days a week with no sleep. I started thinking, 'My kids will graduate high school, and I'll still be where I was when I graduated high school,'" she said. "Now, I've got my life back together. I'm looking forward to the SK3 exam, starting a degree in accounting, and maybe a commission."

Seaman John Taylor, 31, joined the Army in 1988, promoting from E1 to E4 in 18 months. Serving in the infantry, he saw action with Operation Just Cause in Panama in 1989. Upon returning to the states, he wasn't allowed to take leave because his unit was scheduled to go back to the field. With his two-year enlistment running out, he left the Army and returned to Gatlinburg, Tenn., where he joined the Tennessee National Guard and attended college.

"I had to do things like pay rent and make car payments, so I went looking for work," he said. "I went into restaurant management, and it was a big adjustment. Civilians don't treat one another with the respect that military people do," Taylor said. "You may be the boss, but they don't have to listen to you," he added. Within two years, he'd had enough.

Taylor soon began a better-paying career as a real estate agent for commercial and residential properties. "My biggest sale was \$2 million for a hotel," he said. "That may sound like a big commission, but once you pay your broker, advertising fees, taxes and expenses, there's not much left at all," he added.

"In real estate, it's hard to juggle family life," Taylor said. "They want 110 percent of your time, but are willing to pay you for 80 percent of your effort." He also had issues with the compensation plan. "Few companies on the outside offer a compensation package compatible to the military, unless you have a bachelor's or master's degree. I have three kids, and was spending \$250 a week in day care, which is \$1,000 a month. Add to that health insurance, which was another \$400-500 a month to cover a family the way you'd want to. Retirement was whatever you could manage to save," he added.

Finally, after eight years of success, Taylor went to

work one day and found his office had been padlocked shut. "They suddenly went bankrupt, while owing me thousands of dollars" he said. His wife suggested he investigate joining the service again.

Although he was making a good living in real estate, Taylor believes he'll see an improvement in his quality of life.

"Because of child care and medical benefits, even as an E3 I'll actually be coming out \$800 a month ahead. Now with college tuition assistance, I can finish my degree. Also, getting vacation time on the outside is like pulling teeth. No company wanted to give me more than one week per year," he said.

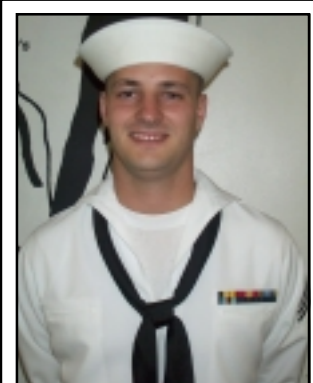
While their reasons for getting out and coming back vary, these Sailors drew on their own experiences and offered words of advice for Sailors looking to separate after their first enlistment.

"It's tough getting a good job on the outside. I thought if you got out of the Navy, all the doors would open to you. That's not the case," Jennings said. "Make sure you have the proper credentials. If you don't have the background to make you an asset to the civilian company, they're not going to hire you," he added.

"(Getting out) wasn't the bowl of cherries I thought it would be," Moore said. "A chief back then told me to stay in, saying I'd regret getting out. But younger people are often looking for the easiest way, and that's what I wanted. You could say I got out for all the wrong reasons," she added. "I would say, if you're thinking of getting out, do get a college education first."

Taylor advises those considering separation, "make sure you understand the seriousness of it. Know the benefits and the value of housing, medical and dental, and childcare. I thought all that stuff was just given to you when you walked in to get a job, but it's not.

"All I needed back then was a vacation," Taylor continued. "I made my decision on impulse. I wish I had someone to counsel me on that back then, but I didn't," he added. "Had I stayed in, I'd be retiring eight years from now, instead of in 16 years."



SN John Taylor, former real estate agent.

*By JOC(SW/AW) Mike Morley, LINK Editor
Photos by JOC Rhonda Burke, RTC Great Lakes*

Navy Senior Enlisted Academy

The Senior Enlisted Academy (SEA) is open to all active duty and reserve senior and master chief petty officers. Through a challenging nine-week educational experience, the SEA improves senior Sailors' management and leadership abilities by exposing them to a variety of leadership models and encouraging them to solve problems.

Applications should be completed IAW ENLTRANSMAN 9.24. Basically, the application consists of a 1306/7 request signed by the commanding officer, *not the Career Counselor by direction*, along with a special program screening form (part "A" only). That's all you need! Mail the documents to Navy Personnel Command, 5720 Integrity Drive, Millington, TN 38135 (Attn: PERS-40FF). Do not fax the application, as a hard copy must be received by the announced deadline. Board schedules and package submission cutoff dates are posted on the BUPERS Web Site at <http://www.bupers.navy.mil>, under "PERS-40," then "CMC Detailer/SEA Placement" page. In addition, packages received will be posted on the BUPERS Web Site "Selection Boards" section, as well.

You may apply for the Air Force Senior NCO Academy and U. S. Army Sergeant Major Academy with the same application as above. You may also apply for one or several of the courses with the same application.

For the Navy SEA, the December selection board selects personnel for the following August and October SEA classes. The May/June selection board selects personnel for the following January, March and May SEA classes. If your name appears on the NAVADMIN as a selectee, you

must call or E-mail the CMC Detailer in order to determine which class seat you will be given and whether you will go PCS or TAD. If you do not call or E-mail and negotiate your seat by the time the classes convene, then your seat will be given up. Seats for the SEA are extremely valuable, and there is never a shortage of qualified candidates.

Do's and Dont's.

Do ensure you package is complete as per the above criteria. Don't call the CMC Detailer to ask if there is more to that application than what is listed.

Do ensure you mail your package in a timely fashion to reach NPC by the announced deadline. Don't fax your application to the CMC Detailer. Faxed copies cannot be used by the selection board. Hard

copies with original signatures are required.

Do wait for the list to be published by NAVADMIN. Don't call the CMC Detailer to find out if you have been selected.

Do check the SEA Web Site at <http://www.cnet.navy.mil/sea> for information and details pertaining to the COI. Don't call the CMC Detailer to ask questions about the SEA that can be answered by doing some simple research. This goes for the Air Force SNCOA and Army SMA. Their Web Sites are <http://www.au.af.mil/au/cepme/sncoa/sncoa>, and <http://www.usasma.bliss.army.mil>.

ETCM(SW) V.E.Balla, Jr.
Senior Enlisted Academy Placement
PERS-40FF

Know Your Entitlements

Hello from Navy Personnel Command's Enlisted Assignment Division, Entitlements Desk. We work with Sailors and commands from all around the globe regarding PCS travel entitlements. The most common theme of these discussions has been that Sailors are not fully aware of the various entitlements coming to them during PCS travel, or they're unfamiliar with the resources available to them.

I can help answer questions about leave, travel, DOD tour breaks, dislocation allowance, early transportation of a Sailor and/or their family, POV shipments, shipment of household goods, command sponsorship, weight restrictions, erroneous transfers, per diem issues, consecu-



tive overseas tour (COT entitlement) and JFTR interpretations. I urge all Sailors to ask their chain of command, "What am I entitled to?" when preparing

for a PCS move. If there are questions that you cannot get answered, please E-mail me at: p40cc@persnet.navy.mil. I'm here to help you, the Sailor.

I plan on publishing periodic articles relating to entitlements to help get the word out. If you have any suggestions for future article topics, discuss them with your command career counselor and E-mail your input to me.

Kirby Denson, USN(Ret)
Entitlements Desk
PERS-40CC

It's Never Too Early to Prepare Yourself for CMC Program

Greetings, shipmates! I'm ETCM(SW) Vincent Balla Jr., your new CMC detailer. My family and I arrived here in beautiful downtown Millington, Tenn., in July 2000 from Seoul, S. Korea, and I assumed the seat in September. It is a special and interesting challenge for me to be able to detail the Navy's CMCs, the enlisted backbone of our Navy. My philosophy with regard to detailing is not very different from other detailers, and that is to ensure that we at NPC provide Navy commands with people (CMCs) to fulfill their missions.

Our Sailors deserve the very best leadership we can provide, and the CMC program is the venue where our best and brightest master chiefs serve and provide this leadership. We have over 700 billets in our program, all over the globe both ashore and afloat. However, because the nature of our program is such that CMCs are constantly retiring, we are always in need of dedicated master chiefs to join us. Consider this: it is easier to be selected for LDO or CWO than it is to become a CMC! This is as it should be, since CMCs are the backbone of every command and part of the leadership triad of CO, XO and CMC.

The next CMC selection board convenes May 23, 2001. The CMC selection board consists of one post-tour major command captain, two post-tour CO commanders, one fleet master chief, two force master chiefs, and four sitting command master chiefs. Submission guidelines are contained in OPNAVINST 1306.2C, the current CMC instruction.

We are a closed-loop detailed community. Once you volunteer to become a command master chief and are selected, you can expect to serve as a CMC the rest of your Navy career. If selected, you can expect to serve your first tour on Type 2, 3 or 4 duty. If you are completing a successful Chief of the Boat (COB) tour, you may be eligible to serve your first tour on Type 1 or 6 duty if CMC requirements in the fleet permits. The CMC sea/shore rotation is 36/36.

It is easy to sit on the sidelines and critique. It is easy to complain. It is *not* easy to step up to the plate and take charge. However, our community is composed of those who have chosen to step up and assume roles as

consummate leaders and role models. I would like to quote Navy Personnel Command's CMC, GMCM(SW) Harry Kantrovich, in saying "Taking care of Sailors, It's what we do." That pretty much sums up life as a CMC.

Don't hesitate to call or E-mail me and just say "hey," and by all means if you are in the Millington area or at NPC for any reason, please stop by my desk and sit a spell.

*ETCM(SW) V.E. Balla Jr.
CMC Detailer
PERS-40FF*



CMC's Corner

Recognizing the Achievers

How well have you planned your career? Have you balanced your sea and shore rotations? Have you broken out at sea? Have you completed your warfare qualifications? If the opportunity has arisen to do something outside of your normal scope, have you jumped at it? Are you an OOD underway or an EOOW? Have you taken a leadership role within the command? When it's time for shore duty, have you stepped up to the plate and asked to become a recruiter, RDC, instructor or detailer? Have you taken advantage of the Navy College Program? Are you completing professional courses, and is the Senior Enlisted Academy on your scope?

If you have answered negatively to these questions, then you have not planned your career very well at all. The selection boards recognize those who break out, and the Navy wants to select the very best. They want the well-rounded Sailor, the one willing to go the extra mile. Nobody has more of a positive or negative affect on the direction your career will take than you. Plan ahead for *your* future.

*GMCM(SW) Harry Kantrovich
CMC, Navy Personnel Command*

Planning for More than Your Next Job

In the Navy, most of us tend to think career planning only comes around every three or four years. "Where do I want to be stationed? What do I want to do my next tour?" Well, career planning is more than that.

Take a step back and ask: "What are my goals? Where do I want to be 10-20 years from now? What skills do I want to have? Do I want to wear khaki? Would a college degree prepare me for civilian life or future advancement in the Navy? What is best for my family now and in the long run? How can I make the Thrift Savings Plan work for me?"

Lots of questions. The Navy can help you make the decisions that are right for you. How? By providing resources and guidance through command career counselors, squadron mentors, detailers, Navy College, and Family Service Centers.

Check out the Navy's Web resources. From the main ECM page on the BUPERS Web Site, you will



find rating career paths that show average promotion points and highlight typical/expected assignments. You can also find information via CNET's Web Site on the National Apprenticeship Program. Navy College resources (<http://www.navycollege.navy.mil>) can even provide you a transcript that reflects ACE-recommended credits for your Navy training and experience. Additionally, many colleges allow you to complete a degree completely online.

There are other programs to help you make the most of your Navy training and provide help steer you toward a civilian job after your Navy career. For the maintenance world, NAVAIR and NAMTRAGRU are working to make it easier and cheaper to earn an Airframe and PowerPlant (A&P) license. For air

traffic controllers, the DoD/FAA Phoenix 20 Program waives the 31-year age restriction if you complete a 20-year military career.

Bottom line — the Navy offers tremendous opportunities for professional and personal growth. Whether you decide to *stay Navy* or move on, proper planning will put you on the right path to succeed.

Parting Shot from the former ECM, CDR Larry Martin: CDR(Sel) Jim Baratta recently assumed the stick (yoke for us VQ types) as ECM. His recent maintenance officer experience means that he knows the maintenance manpower and readiness challenges facing the Fleet and will strive to strengthen and improve the aviation community. It has been an honor to serve you. Fly Safe!

CDR(Sel) Jim Baratta
Aviation Technical/Aircrew ECM
N132D2

<http://www.history.navy.mil>



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Engineering Career Management

In this issue of *LINK*, we present some information on career management. Please take a moment to read the information below. It lists some valuable references which could make your Navy career more rewarding and successful.

Enlisted Community Managers (ECMs) are assigned to manage each rating in order to provide the right number of Sailors in the right paygrade in the right type of duty (sea or shore). We use several tools to help us do this:

CREO/REGA (NAVADMIN 113/00). This message is issued twice a year, a few months before each E4-E6 advancement exam cycle. It provides valuable career advice on advancements and conversions.

- The CREO columns indicate whether a rating is overmanned (CREO 3), manned at goal (CREO 2) or undermanned (CREO 1). This is a good tool to determine if you should consider conversion to another rating. Conversions from CREO 1 ratings will generally not be approved, since they are undermanned.

- The non-designated striker column indicates those E4 ratings that are open to advancement. All engineering rates are now open to strikers, except for IC and GSE, which require "A" school.

- The CREO/REGA message also provides a summary of recent advancement opportunity.

This message should be reviewed by LPOs, career counselors and professional development boards to advise strikers and junior Sailors on career options.

Advancements. Community managers can only advance enough Sailors to fill billet vacancies created by other Sailors separating or retiring. During the drawdown of the 1990s, many engineering billets were lost due to decomms, so advancements went down significantly for many rates. However, the drawdown is over, and advancements have been steady or improving for most engineering rates for the past few advancement cycles. This trend should continue the next few cycles.

Selective Reenlistment Bonus (NAVADMIN 050/00). SRB is awarded to those ratings or NECs that require a bonus to maintain satisfactory reenlistment levels, within overall funding levels. As the drawdown ends, more engineering ratings/NECs will be able to compete for SRB. In FY00, nine engineering ratings/NECs had a new start or increase for SRB.

Special Duty Assignment Pay (NAVADMIN 018/00). SDAP is awarded to individuals assigned to billets of great responsibility or that are difficult to fill. Many, many engineering billets meet this criteria, but SDAP funding does not permit all billets to receive SDAP. In FY00 four engineering skills received new starts or increased SDAP, with more candidates in the future.

Sea-Shore Rotation (NAVADMIN 026/00). Sea-shore rotation is based on the total number of sea billets versus shore billets for each rate, modified for other factors such as retention and undermanning. Most engineering rates are sea intensive, particularly at the junior paygrades. In FY00, seven engineering rates had their sea tours reduced, and 13 had increases (most of the increases were in two shore-intensive ratings – HT and MR).

Other NAVADMINS that will assist your career planning include: NAVADMIN 189/00 – changed the Final Multiple Score computation; NAVADMIN 221/00 – allows waivers of up to one year time-in-rate (TIR) for E5/E6s who are early promotes; and NAVADMIN 233/00 – adjusts first term PRDs and offers career options.

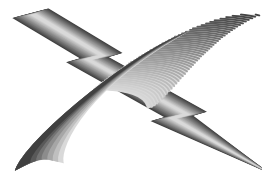
No one is a better advocate for your career than you. Review the references above at <http://www.persnet.navy.mil/navadmin>. Feel free to contact your community manager or detailee if you have additional questions or concerns. You can also visit our Web Site on the BUPERS Web Site at <http://www.persnet.navy.mil/index.html>

*GSCS(SW) Antone P. Stanek
Surface Main Propulsion Technical Advisor
N132D3A*

*HTCM(SW/AW) Kathy A. Hansen
Hull, Mechanical and Electrical Technical Advisor
N132D4A*

**Change of Address?
Do you have a question?
E-mail us at
link@persnet.navy.mil**

CTO - The Watch is Relieved



Shipmates, after 20-plus years of service and the ripe old age of 52, its time for me to move on to the Fleet Reserve. I hope I've improved your experience in the Navy in some

small way. We've come a long way in the past three years, and your future as CTOs is extremely bright.

My relief, Senior Chief Dave Licastro, comes with a plethora of

experience and enthusiasm. I wish him well and know that he'll do a great job. I hope to see you in my travels in the future. Good luck in your careers, and I hope you stay Navy!

CTOCM(AW/NAC) Jewell

Surface Operations

Hello, I'm LCDR Bennett, your Surface Operations Enlisted Community Manager. I reported from the Command and General Staff College in Fort Leavenworth, Kan., relieving LCDR Chapman in July. I've spent the last several months working with ITCM(SW) Hailes addressing rating issues as well as career management issues affecting the BM/IT/OS/QM/SM ratings.

I have fielded several calls regarding the proposed QM/SM merger. The latest word on the merger is that OPNAV (N76) has decided not to move forward on the original proposal based on issues raised at the BM/QM/SM Surface Warfare Training Requirements Review. The concern as always is making sure the right thing is done for the Fleet. Several commands have been forward leaning in terms of cross training. I urge each of you to continue to do so the same.

Many of you have been tracking the development of the Navy Marine Corps Intranet (NMCI). EDS has been identified as the contractor and the program details are being refined. Currently, approximately 400 NMCI billets have been identified. Under NMCI, Sailors will report for duty with the NMCI contractor. There will be a

military supervisor working with the contractor to develop individual training plans. EDS is challenged with providing training tailored to enhance an individual's skills and technical competencies. More information will be provided, as contract specifics become known.

The first class of IT-University students will graduate from Tidewater Community College in Norfolk, Va., on March 2, 2001. The majority of these students have received orders to support the JFK Battle Group. A second class was funded and will commence in March.

Finally, keep abreast of the Surface Warfare Training Requirements Review (SWTRR) dates and locations. Your active participation is vital in shaping the fleet of tomorrow. I look forward to hearing your ideas and concerns.

*LCDR Augustus Bennett
Surface Operations Ratings ECM
N132D6*

I'm CTOCS(SW) Dave Licastro, and I would like to be the first to wish Master Chief Jewell fair winds and following seas in all his future endeavors.

I can tell you, based on my experiences, this is an exciting time to be an "O" brancher. With the pending CTN merger, the ever-changing world of LAN/WAN management, and the multitude of challenging assignments at sea, our rating offers every CTO an opportunity for growth and fulfillment. I look forward to my new assignment and hope to meet with each of you over the next three years.

*CTOCS(SW) Dave Licastro
CTO Technical Advisor
N132D8D*

Take the **LINK** Survey!
Please give us your
feedback on Pg. 89.

CTT/EW - Merger Working Group

We have begun increasing the role of CTTs in the SPECWAR area through a growth in billet requirements. Those who apply for these exciting and challenging billets must be physically capable and highly dedicated. Individuals who wish to volunteer for SPECWAR will be required to submit a 1306 requesting the duty. Volunteers cannot have had any PRT failures, and must have good evaluations. Those who are accepted will go through SWICC training. Because of the demands of the job, your record will be reviewed and you will be required to perform a physical fitness test. Those interested need to check out the Web Site at <http://www.bupers.navy.mil/codes/pers2/N132D7/swcc.htm>.

Additionally, we continue to seek candidates to move into the challenging field of Naval Aircrew. We currently have approximately 35 billets in the flight program. As the merger nears, SPECWAR, flight and submarine duty will become available to the EW community as well. Keep in mind, we must continue to fulfill our fleet requirements. If you are interested in any of the above programs, please contact your detailer for specific requirements and availability.

The CTT/EW merger update. The merger continues to move along, and we have recently completed some major milestones as well as identifying new ones. The second merger team conference was held Sept. 6-7, 2000, at NTTCCorry Station, Fla. The meeting focused on a merged "A" school, transition (delta) training, post-merger career path and EW clear-

ances. As addressed in the wrap-up message (CNO Washington, D.C., 162150Z OCT 00), all EWs should have submitted a Single Scope Background Investigation (SSBI) no later than Dec. 1, 2000. This requirement was driven by a clearance adjudication backlog and the need for EWs to attend transition training prior to the merger (Oct. 1, 2003). Do not confuse this with a recommendation, this is a requirement.

The working group reviewed a proposed merged "A" school that was developed during the CTT career path working group (Aug. 3-4, 2000). The planned pipeline will need to be approved by both the EW and CT resource sponsors prior to moving forward. In order to better utilize limited training dollars and give Sailors the training they need when they need it, the current plan is based on CTT "A" School students

learning the knowledge and skills required for their initial ship, aircrew or sub tour. Follow-on, just-in-time training will be provided to meet the NEC requirements of CTT shore billets. A proposed post-merger career path is available at the BUPERS Web Site listed at the end of this article.

Conference attendees identified a lack of waterfront CTT training. CTT training located at Fleet concentration areas will assist in honing CTT skills and will allow EWs to familiarize themselves with CTT skills sets and knowledge. CTT/EW Fleet CINC representatives and CNSG (N7) are working to put together a course curriculum that will meet Fleet requirements. CTTs are highly encouraged to attend Fleet EW schools, such as EW

Continued on next page

CTR - Helpful Professional Development Boards

It is imperative that every Sailor within the community has an effective plan for career progression. Whether you are undecided on whether to make the Navy a career or not, the time to sit down with your chief, LPO or command career counselor is as early in your career as possible.

Set goals and a means of attaining those goals. Goals can be personal as well as professional. Advancement, educational, warfare qualifications, leadership positions (i.e., LPO, work center supervisor) special programs and certifications

are examples of some career goals. Having career goals can be especially helpful when negotiating for that next set of orders.

The Professional Development Board (PDB) is a useful tool for senior leaders to provide career counseling to Sailors. The PDB is responsible for the administrative review and counseling of all enlisted personnel to ensure that they are provided the opportunity to attain positions of greater responsibility, according to their potential and

Continued on next page

High Year Tenure and Fleet Reserve

Submission of a High Year Tenure (HYT) waiver or a Fleet Reserve Request (FRR) is a decision that clearly requires significant future planning. To help you submit your package, please consider these issues.

When ECMs consider a HYT request, our biggest concern is the impact of approval on the advancement opportunity within the rating involved. For example, an E6 who requests a one-year extension will impact two advancement planning cycles, and will also affect the advancement opportunity for the E5s following along behind them. In general, the ECMs will allow extensions up to June of the year in question to determine if the member is board eligible. If an eligible member makes the board, they may resubmit for an October date.

Should the command have a manning requirement related to the member's departure, and they have not been selected for chief, the member may be able to stay until December, but no longer. If the Sailor is not selected to go before the chief's board, then the HYT would go into effect in June. In short, you must consider the advancement cycle when making your plans.

Other HYT considerations include detailer needs and something called "end strength." End strength, in simplest terms, is the Congressionally mandated number of people that the Navy is required to have on active duty on Oct. 1 of each year. This effects our budget and manning throughout the force. In general, no departures from the service will be approved for the last quarter of the fiscal year to help ensure that the required number is met. Extenuating circumstances will be considered, but please take this restriction into account when planning your retirement date.

CTR - Professional Development, continued

consistent with the Navy's needs. The PDB provides guidance, direction and assistance, and acts as a quality control screen for the professional development of all personnel. An effective PDB can significantly impact the growth and development of enlisted Sailors throughout the command. If you have questions, feel free to contact your ECM, technical advisor or detailer.

*CTRCM(SW) Bob Ouellette
CTR Technical Advisor
N132D8E*

The biggest FRR concerns are: time in grade (two years), minimum activity tour (two years), availability of relief (if before PRD), EAOS or any extensions to the EAOS, and the 20-year minimum requirement for retirement. In general, if any of these are not met, the request will not be approved. If there are extenuating circumstances that keep you from meeting one of these minimums, please make sure that they are included in your retirement date.

If you have any questions while you are preparing your application, please don't hesitate to call or E-mail.

*CDR Vicente
TAR Surface Enlisted Community Manager
N132D12*

CTT/EW - Merger, continued

Module Manager, EW Journeyman Operations and EW Threat Recognition located in Fleet concentration areas. Courses can fill up early, so ensure you acquire a quota in accordance with CANTRAC in advance.

The next merger conference is scheduled for April 3-4, 2001, in San Diego. Past merger messages, merger POA&M and additional information are available at http://www.persnet.navy.mil/pers2/N132D8/ew/ew_web_page.htm. The merger involves and affects all of us. You can be sure that your concerns and questions will be addressed by calling or sending an E-mail to us (numbers are in the *LINK* Directory).

STAR Program. Qualified third class petty officers who reenlist under the Selective Training and Reenlistment (STAR) program receive a guaranteed "C" school and are advanced to petty officer second class upon successful completion of "C" school. Only schools listed on the latest Career Schools List (CSL) message are eligible. As of the draft date of this article, AN/SLQ-32(V)3 Technician COI is on the CSL. Several restrictions apply, so be sure to refer to MILPERSMAN 1160-100 and the latest CSL NAVADMIN for details. Discuss your options with your career counselor to ensure that you make the most of available SRB multiples as well.

*EWCS(SW) Mark Estes
EW Technical Advisor
N132D8G*

*CTTCS John Wilson
CTT Technical Advisor
N132D8G*

TAR Conversion and Recall Issues

TAR Recall/Conversion. We have many outstanding opportunities for recall/conversion into the TAR community for Selected Reserve and USN members. Critical rates are listed below. Those interested in recall/conversion to the TAR Program should check the Enlisted Community Manager (ECM) Web Site for more information at <http://www.bupers.navy.mil/codes/pers2/p22news.htm>. Click on TAR aviation or surface. In addition, ENLTRANSMAN Ch. 20 contains specific procedures for submitting your application. Applications are processed by PERS-913 in Millington. Questions related to the submission or tracking of an application should be directed PNC Harcarik at DSN 882-4508, Comm (901) 874-4508.

Please feel free to contact the TAR ECM shop with any questions related to manning or advancement opportunities in specific rates, or if you experience any difficulties with your package. Those within critical rates or NECs (see below) are specifically encouraged to call when submitting an application so that we can assist you in tracking your package. Specific manning information with regard to other rates and NECs is available by contacting either the Surface or Aviation ECM.

Selective Reenlistment Bonus (SRB). SRB is available for select TAR ratings and NECs for the second fiscal year. At the time of this writing, NAVADMIN 271/99 is still in effect. Please see the BUPERS Web Site for the latest NAVADMIN update at, <http://www.persnet.navy.mil/navadmin/navad00.html>.

Critical Aviation Ratings and NECs. The AC rating and 8215/26/50/51/52/89 NECs, are considered critical for the TAR aviation community. In addition, aircrew personnel in any rating are strongly encouraged to apply. Our primary need is for E5 and below. E6s will be considered on a case-by-case basis dependent on specific manning requirements in the rating. Other rates will also be considered on a case-by-case basis.

Critical Surface Ratings and NECs. The following surface rates are highly encouraged to apply to the TAR program: ET1/2/3 (male), HM2 (IDC candidates), HT2, DK1 and SK2/3. Other rates will be considered on a case-by-case basis.

*CDR Ruppel
TAR Aviation Enlisted Community Manager
N132D11*

Navy "C" School Seat Availability

The Navy Enlisted Classification (NEC) System supplements the enlisted rating structure, identifying a non-rating wide skill, knowledge, aptitude or qualification that must be documented to identify both people and billets for management purposes. Most importantly, NECs provide Sailors with additional skills and a better understanding of systems and functions of the Navy. They also enhance the distribution and detailing system by providing fully trained personnel to the Fleet to meet Fleet needs.

NECs can be used to supplement your rating or provide you with a special skill outside your rating, such as 95XX series NECs. Navy

"C" school seats are mainly controlled by detailers and can be obtained while negotiating for orders. Sailors are encouraged to attend available Navy "C" school seats on a TAD basis, and school-houses are encouraged to advertise unused seating availability to the

Fleet for this purpose. To obtain a list of available courses and class schedules, go to <http://www.cnet.navy.mil/netpdtc/cantrac>.

*YNCS (SW) Chris S. Barry
Navy "C" School Program Manager
N132E6*

Earn a Commission

See OPNAVINST 1420.1 to apply for all officer programs.



ECMs and Technical Advisors













Submarine Non-Nuclear Careers

Are you looking to improve both your personal and professional life? Are you taking advantage of every opportunity and program the Navy has to offer you and your family? The path to success in the silent service is no secret! Planning, knowledge and sustained superior performance will open the necessary doors. Get smart (see below), plan ahead and take control!

CDR Kaiser
N132D9

ETCS(SS) Reed
N132D9B

ETC(SS) Hohensee
N132D9A

Years	Commissioning Programs	Rate	Typical Career Path Development
25-30	See the new OPNAVINST 1420.1 for all enlisted to officer commissioning programs!	 MCPO	Fourth Sea Tour (36 months) and Follow-on Shore Tours Department Leading Chief, 3M Coordinator, COB, CMC, Instructor. Recruiter, IMA, RDC or overseas. How about Fleet/Force Master Chief or MCPON?
24			Third Shore Tour (36 months) Instructor, recruiter, operational staff, IMA, RDC or overseas. Is retirement in your plans? Are you ready? Ask your CCC!
23		 SCPO	Third Sea Tour (36 months) LCPO, 3M Coordinator or COB. Continue to train junior Sailors (your relief!)
22			Second Shore Tour (36 months) Operational staff, instructor, recruiter, RDC, overseas duty. Continue/complete your college degree.
21		 CPO	Second Sea Tour (36-48 months, depending on rating) Qualifications completed: Chief of the Watch, Duty CPO, Diving Officer of the Watch, Contact Coordinator. Maintenance technician, LPO and major collateral duties. Also, earn college credits through CLEP and PACE. Correspondence courses look great to selection boards!
20	Chief Warrant Officer (E7 over 12)	 PO1	First Shore Tour (36 months) Leadership abilities are grown from wise investments of your time. Seek challenging duty like instructor, recruiter, operational staff, RDC, IMA, general duty or overseas. Look for assignments that will help you grow professionally and personally. Talk to your detailers - they're the experts! While on shore duty, start/continue earning college credits!
19			First Sea Tour (54 months, depending on rating) Qualifications completed: Submarine Warfare (SS) and in-rate watch stations. Have you considered qualifying for an out-of-rate watch station like Helmsman, Planesman or Lookout? You'll be surprised how much you'll learn!
18		 PO2	Do you know how many college credits you've earned? How close are you to your associate's or bachelor's degree? Check out the Navy College Program Web Site, at http://www.navycollege.navy.mil for your "SMART" transcript and find out! Also, review your goals at least annually. Put them on paper and keep them.
17			OK, the journey begins! Take some time to set challenging, but achievable goals (financial, career, personal). Talk to the Chief of the Boat, command career counselor and command financial specialist to help get started. Remember, it takes a lot of small steps over many years to accomplish great things. The sooner you start, the further you'll go.
16		 PO3	
15	Limited Duty Officer (E6 over 8)	 SN/FN	Recruit Training / Apprenticeship Training (up to 13 months)
14			
13			
12			
11			
10	ECP (over 4), Seaman to Admiral (E4 and over 4)	 PO2	
9			
8		 PO3	
7			
6			
5	Time to reenlist-SRB/STAR. Ask your CCC about options. Don't underestimate the value of retirement and other military benefits!	 PO2	
4			
3		 PO3	
2			
1		 SN/FN	
	Now that your \$100 GI Bill allotment is complete, consider a \$100 savings or investment allotment.		
	Naval Academy, OCS, NROTC, BOOST		

That \$100 allotment started 20 years ago is worth \$67,400! (at 9% return)

DOOW / COW are challenging and rewarding, both professionally and personally. Strive for the challenging jobs!

Seabee Career Path Management

Hello Seabees, a year has already gone by and once again it's time for the *LINK* career planning issue. To our new Bees, seek out those second-term and career Seabees for advice, and don't be afraid to go outside of your rate for pointers. Here are some thoughts regarding *your* career.

Education. Continuing your education will enhance your Navy career and life experience. I can say, "It's not easy, but well worth the effort." The Navy College Program is expanding the SOCNV and Distance Learning Program with distance learning partnerships. The goal is to maximize college credit for Navy experience, thus greatly increasing the opportunity to earn a degree in your field. We anticipate Navy College to begin offering an AA in Construction Technology in January 2001. Several other colleges are lining up to offer degrees in Construction Management Technology. For your SMART Transcripts and "rating road maps," go to the Navy College Web Site at <http://www.navycollege.navy.mil>. Take advantage of the opportunity while you can; education is a life-long learning experience.

Seabee Combat Warfare. Getting your pin is definitely a must to enhance your career. The first step is to accept orders to a qualifying command. New requirements and training programs make it less tasking. The program is still challenging and requires great skill in the field and a broad knowledge of Seabee life. Those who have the pin can enhance their careers by keeping our community strong, getting

involved and training those who don't have the pin. This will also keep you current on the program.

Sea/Shore Rotation and Diversity. One of the main items looked at by the chief's board is the balance and diversity of your sea/shore assignments. Performing well at challenging duty assignments will enhance your career. However, adding diversity gives you an edge and is often the tiebreaker for selections. Cross-country, overseas and short notice moves are stressful,



but you can reduce the stress with some extra planning. Using the Internet for your source of information is probably the easiest and fastest way, especially for longer PCS moves. Go to PCSHOUSE at <http://www.housing.navy.mil>, or SITES at <http://www.dmdc.osd.mil/sites>.

Conversions. Conversions to Seabee ratings from the Fleet are steady throughout the year. For FY00, 118 conversions were submitted, almost all Fleet to Seabee; 57 were approved. The reasons for disapproval were poor evaluations, rank, ASVAB score, forced conversions with too much TIS and early

submission after PCS. First and second termers, the best time to submit your 1306 is about a year prior to SEAOS. Check the latest NAVADMIN on CREO/REGA for guideline on conversions. For Fleet ratings, I highly recommend completing some NAVEDTRAs: Constructionman, Seabee Combat Handbook Vol. 1, and the first volume of the rating you're requesting conversion to. Seabees converting to Fleet and Seabee rates are welcome and given the same level of consideration as a Fleet conversion.

Separating. Almost every day, we receive calls from MEPS requesting approval for NAVETS to come back on active duty. For FY00, 161 packages were reviewed; 30 were approved. Reasons for disapproval were manning constraints, poor evaluations, past HYT consideration and too long of a break in service. Members wanted to come back because their civilian job or the job market didn't live up to expectations or couldn't match Navy benefits. Our approval policy is on a case-by-case basis, and those permitted to come back are going to a battalion to get their SCWS pin or to a priority Type 3 sea duty billet, with no exceptions for rank, rate or last duty station. Good opportunities are everywhere in and out of the Navy. I highly recommend extensive research. Be open-minded and realistic when weighing the differences before you make that final decision to separate.

*EACS (SCW) Mark Nelson
Assistant Seabee Community Manager
N132D16A*

Nuclear Community Update

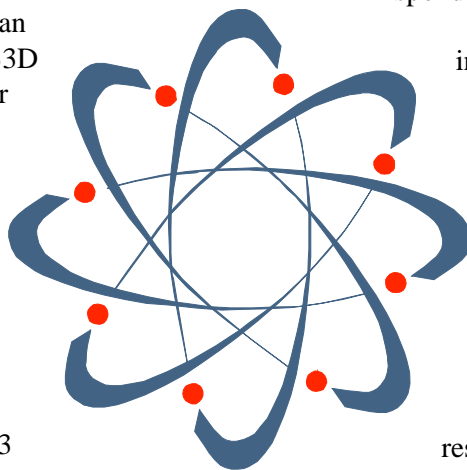
Three of the most common questions I hear are, “Where are you stationed?,” “Aren’t you in Millington?” and “Do you work with the detailers?”

The manpower and personnel side of the Navy has several departments, but the one Sailors primarily interface with is the Personnel Distribution Department and Assignment Branch, or “the detailers.” They have been in Millington, Tenn., since 1998. A smaller contingent, Personnel Plans and Policy, remained behind in the Navy Annex, up the hill from the Pentagon near Washington, D.C. As an Enlisted Community Manager (ECM), I am a part of that group. So, to answer the first two questions, the folks with an office code that begins with “N” (N133D in my case) who work with Manpower and Personnel Plans and Policy issues are located in Washington, D.C. (along with the Chief of Naval Personnel), *not* in Millington with the detailers (and most of the other “PERS” office code folks).

While the third question could be viewed as a loaded question, I can answer unequivocally that the N133 shop works closely with the PERS-403 personnel in *all matters*! But, the question is really asking more what an ECM does, than asking about working relationships. So, to answer the ECM job description question, my assistants and I:

- Are the Program Managers for submarine and surface nuclear enlisted Sailor issues.
 - Determine annual recruiting requirements.
 - Focus distribution priorities.
 - Govern advancement quotas.
 - Set and monitor retention goals.
 - Determine EB/NCF, SDAP and SRB levels to support accession/distribution/advancement/retention needs.
- Establish Sea/Shore Rotation, including prescribed sea and shore tour lengths (PSTs) and waivers, and setting shore tour billet quantity/quality/type.
- Shape career development paths.
- Conduct nuclear enlisted quality control screening for duty as a nuclear instructor and other key sea and shore billets.

- Establish Navy training quotas.
- CREO/REGA determination.
- Control Navy Enlisted Classification (NEC) between active and inactive NECs, reinstatements and removal, submarine and surface, and medical disqualifications or limited duty.
- Approve recruit waivers for program acceptance.
- Execute the SUBPAY program, to include policies, interpretation, budgeting, Total Operational Submarine Service (TOSS) determination and correspondence.



If you find yourself with questions in the above areas, you should realize that while the detailers may be your first place to stop, you may need to continue your search for the answer with the ECM. We stand ready to assist you in your career, or in your desire to help others. Please ask, so that all of us in the BUPERS organization may provide you the best service possible.

Lastly, as the Nuclear ECM, I am responsible for establishing career development plans and policies for the nuclear enlisted Sailor. In shaping these plans, the inputs from a number of sources are considered when determining what’s best for the nuclear enlisted community and its Sailors. These plans are directly fed back to the detailers in a variety of ways. I encourage each of you to personally call your detailer to figure out how your individual career fits into the grand scheme of things. He is equipped to review your record and make recommendations for your next assignment, tell you what’s hot and what’s not, and set you on a path toward a productive and rewarding career in the Nuclear Navy.

CDR David S. Ratte
Nuclear Enlisted Program Manager
N133D

From the Sub Pay Monitor

As the SUBPAY monitor, I fix problems and answer questions that Sailors have with their Submarine Duty Incentive Pay. In every issue of *LINK*, I discuss a variety of SUBPAY issues and requirements. My phone number and E-mail address are in the back of this *LINK*.

Submarine Service Entry Date (SSED). Your SSED, defined as the date in which you entered the submarine force, is important because it is the date your submarine career screening gates are based upon. In determining if you have 72 months of Total Operational Submarine Service (TOSS) at your 12-year gate, or 96 or 120 months of TOSS at your 18-year gate to maintain CONSUBPAY eligibility, your SSED is the date that's used.

How your SSED is determined is based upon your general field of training. For non-nuclear trained enlisted personnel, your SSED is the date you started Submarine School, unless you started Submarine School prior to Jan. 1, 1981, then your SSED is the day you graduated from Submarine School. For nuclear trained enlisted Sailors who graduated NPTU after Oct. 1, 1990, your SSED is the day your Nuclear Field 'A' School class convened. If, like me, you successfully completed prototype before Oct. 1, 1990, then your SSED is the day you graduated from NPTU. If you were originally a surface nuclear trained individual and switched to the submarine service, then your SSED is the effective date of your NEC change to 335X or 336X. Finally, if you are a submarine corpsman, the non-nuclear enlisted rule applies if you were originally a submarine striker, and if you were not, your SSED is based upon your NUMI class convening date (after Jan. 1, 1981) or your NUMI graduation date (before Jan. 1, 1981).

SSED Adjustments. Adjustments for SSEDs are made in a few specific circumstances. These include medical submarine service disqualification, limited duty, broken service, staff pickup duty at an NPTU (after Oct. 1, 1990), and as of June 1, 2000, duty assigned to an overseas submarine tender.

Change 1 to SECNAVINST 7220.80E, the latest version of the SUBPAY instruction, was approved in August 2000. This change provides an adjustment of your SSED for the time spent on the USS FRANK CABLE (AS 40) or USS EMORY S. LAND (AS 39). This change is not retroactive, but as of June 1, 2000,

after your tender tour has been completed, your SSED will be adjusted to the right on the timeline based on the length of your tour on the tender, giving you additional time to earn TOSS prior to coming up against a sub gate.

The SSED adjustment rules for staff pick (SPU) duty at a nuclear prototype are as follows: If you graduated from NPTU after Oct. 1, 1990, then your SSED is adjusted to the right by the length of your instructor tour. If you were a SPU and graduated from NPTU before Oct. 1, 1990, then you are not entitled to an adjustment. This is because no TOSS credit was earned for the training pipeline prior to this date.

If you were a submarine striker who later became a submarine corpsman, your SSED will be adjusted for the period of time that you were not a member of the submarine force; that is, the time from your HM school completion until your NUMI class convening.

Of course, SSED determinations and adjustments in some cases are too complex to be fully explained in a short article like this, so if you have any questions about your SSED, or any other SUBPAY related issues that cannot be resolved locally, I am here to assist you. Give me a call or drop me an E-mail, and we'll figure it out.

*EMC(SS) Joseph A. Mangin
Submarine Pay Program Monitor
N133D3*

Nuclear NECs

I'm ETCM(SS) Curt Haggard, the Nuclear Enlisted Community Manager's Quality Control Advisor. I approve all changes or removals to Nuclear NECs, except those that are awarded from courses of instruction. The references for Nuclear NEC changes or removals are NAVPERS 18068F (NEC Manual) and OPNAVINST 1220.1.

Engineering Department Master Chiefs. 1) Get involved in the NEC process. Make sure that you keep my phone numbers and addresses handy—you'll need them long after this *LINK* is gone. 2) Make sure that all data (SSN, dates, etc.) are correct. 3) Send the signed form directly to me—if possible, by FAX or E-mail

Continued on next page

Everyone Needs Career Planning

Career Planning is not exactly a fun thing to do for most people, but it is absolutely necessary. Even if you have little to no idea about what you want to do, taking the time to list out some options and think about each one is very worthwhile. If you don't plan your career, someone else will, whether you stay in the Navy or not. You might as well make the career decisions and not let circumstances in your life make the decisions for you.

Actually, career planning is not as hard as you may think. Additionally, with the experience in your chain of command, command career counselor (CCC), and detailer, you have plenty of help to lay out the available options and advice to consider for each option. This team is there to assist you in your career planning, but it's not intended they plan your career for you. Listen to

their advice, discuss the options with your family, and make a well-informed decision on your career.

Career counseling is not easy for members in your chain of command, CCC, or detailer. Successful career paths can vary, as well as individual preferences and capabilities. This advisor panel gives you a perspective based on their knowledge of you and their own career experiences. It is best to get advice from each one in this group rather than just one opinion. To help facilitate your career counseling, CCC's and detailers are looking to reach you at least 12 months prior to your PRD/EAOS. Reviewing your career options at this point in your tour allows you time to consider and review these options with family and leaders in your chain of command. A few months later when you enter the

negotiation window for orders, you will be better informed and better prepared to talk specific billets available to you.

Career planning is not just for personnel who intend to reenlist or make the Navy a career. It is also for those that have decided or are contemplating separation from Naval service. Do yourself a favor and talk to your chain of command, CCC, and detailer before making a decision to separate. You owe it to yourself to fully consider what the Navy has to offer in comparison to a civilian job.

*LCDR J. V. Heckmann, CEC, USN
Branch Head
PERS-401*



Nuclear NECs, continued

(scanned). Include a cover sheet with your address and return voice and commercial FAX numbers. Do *not* send it to EPMAC or PERS-403. 4) When you receive a "Sea-Returnee" with a supervisor NEC, he or she should be fully requalified Senior-In-Rate within six months. If not, you must request an operator NEC or an extension. If after two to three additional months the individual has still not requalified, NEC removal should be considered. 5) Finally, follow-up with a call. Keep in touch!

NEC Changes. Download the form from my Web Site. Supervisory NEC change requests may be signed by the XO/RO by direction. You do NOT need to send supporting documentation. The following information is required on the 1221/1: 1) The date for the completion of six years of active service. 2) The date of Senior-In-Rate qualification per the NEC Manual. If at-sea, he or she must be currently qualified. 3) For the most recent

evaluation, include a statement that each trait mark was 3.0 or better. 4) Request an effective date for the NEC change. 5) And, for PO2s, include a remark stating that all advancement requirements to first class petty officer have been met, including the completion of warfare qualifications.

NEC Removals. You *do* need to include supporting documentation. Mast or medical documentation provides the best support. In cases involving drugs, include the name or type of drug and how it was detected. Submarines must include an ISIC endorsement, except for drug related removals

I'm on the Web. Any search engine will find my Web Site—it has important information: *LINK* articles, phone numbers, Web Sites (including instructions you'll need) and my addresses. I look forward to hearing from you.

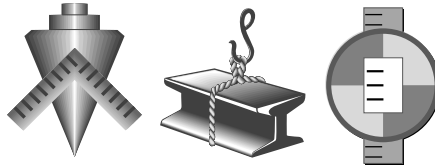
*ETCM(SS) Curt Haggard
Nuclear Quality Control Advisor
N133D2*

BU/SW/EA - Explore Your Options

Greetings from the BU/SW/EA E6 and below detailers. First off, congratulations to SWC(SCW) Wagner on his recent advancement to chief petty officer, and to all the other new NCF CPOs.

You could be in line to be advanced in the coming years if you punch the same tickets that the FY01 CPOs did. I'd like to give you a few hints on making that happen.

Don't be afraid to accept the challenge of taking jobs that others don't want. We all like what we do as Seabees, but there might come a time during your career when you need to hang up the cammies, step up to the plate and accept a tour in a special program such as recruit division commander, recruiting or



instructor duty. These important jobs are open to NCF personnel. When you do call us, please ask the question concerning these types of programs. We're here to help.

When you are in the process of thinking of where you would like to be assigned for your next tour, please don't wait until you are in the nine-month window. We are taught to plan long range for our deployments. Use the same method for planning your next assignment. One problem that we run into in the

detailer shop is that some folks want to stay in a particular area for their whole time in the Navy. That is not always possible, given the availability of billets in a particular area. Seabees are stationed all over the world. If you think about that for your next assignment, the detailing process becomes easier for all.

The people here at the Seabee Detailer Shop are here to help. There are plenty of options for you to choose, so take advantage of all of them. It is your career, and proper planning will benefit you, the NCF and the Navy.

*BUC(SCW) Kane
BU/SW/EA E6 and Below Detailer
PERS-401CE1A*

Military Couple Assignments

The Chief of Naval Personnel supports the collocation of Navy members married to other military members. Every reasonable effort will be made for military couples to move together and/or serve together whenever possible. Assignments will be made to fill valid Navy requirements, considering the needs of the military family as well as the needs of the losing and gaining activities. The following is a checklist of things that will help you when requesting your next collocation.

1. Both members must separately submit a request to their detailers with command endorsement, noting military couple status.

2. Each member must submit a copy of their spouse's request with their request to expedite communication between the respective detailers.

3. Members must realize that due to the difficulties in finding two billets that fit the needs of the military couple, duty preferences for geographical location or type of duty may not be possible.

4. Sea/shore rotations will be maintained whenever possible. The intent will be for one member to be on sea while the other is on shore duty. Help your detailer accomplish this by planning out your collocation requests early.

5. Military couples comprised of new accession or first term personnel may be assigned to simultaneous sea duty.

6. Remember that you need to submit a spouse collocation request on every set of orders you negotiate.

Collocation of Navy personnel with members of another uniformed

service or services of other countries is much more difficult and may not always be possible. In addition, collocation policy does not provide for assignment to duty near a civilian spouse, including civilian government employees.

In order to make your next spouse collocation go the way you planned, send in the request in a timely manner and call your detailer, they can help you with any question you may have.

*CUCM(SCW) Wade C. Howk
Seabee E8/E9 Detailer
PERS-401C*

CE/UT - “How do I Manage My Career?”

Hopefully, you are the one managing your career. No one should be more interested in your career than you, so take the time to plan out what you want to do. Where do you want your career to take you? Do you want to make it to master chief, or maybe earn a commission? If you're just coming in and you don't know if you want to stay for five years or 20 years, you still need to plan your career; and the sooner you do the better prepared you will be for opportunities down the road.

Take assignments that will make you more competitive, like recruiter, company commander or instructor. This will give you skills useful for a Navy career, as well as a civilian career. Also, do your share of sea duty, and we all know what I'm talking about - battalions! But that's not all. If you've been to a qualifying unit and have your warfare pin, then think about a tour in the State Department, or be willing to fill a hard to fill billet like Diego Garcia, Japan or another overseas location. Try to have a well-rounded career. Too much duty in one location can hurt your advancement opportunities.

So you're asking, “How do I manage my career?”

- Start by setting goals for yourself. Take jobs at

your commands that put you in leadership positions.

- Earn a college degree (see <http://www.navycollege.navy.mil>).
- Do correspondence courses that will increase your knowledge within your rating and other ratings.
- Request C1 advance training enroute to your next duty station (E5 and above).
- Volunteer for command collateral duties, such as command assessment team (CAT) or command training team (CTT).

If you've been in the Navy for at least 12 years, plan out the type of duty you want to be assigned when it's time to retire. Most want to be on shore duty. So if it looks like your current sea/shore rotation will put you on sea duty when you want to retire, maybe it's a good idea to extend on sea duty so that you can retire on shore duty. Your detailers can help with career planning issues like this and other things. Remember, it's your career, so manage it.

*UTC (SCW) Joyce Williams
CE/UT E6 and Below Detailer
PERS-401CD1*

EO/CM - Positions of Responsibility

Congratulations to those of you who were recently promoted. To those of you who weren't advanced, keep charging, hit the books and always volunteer yourself for positions of greater responsibility. A debrief from recent CPO selection board members stated the board was looking for individuals with supervisory experience, i.e. LPO, platoon petty officer and/or project supervisor. Of course, evals, awards, time in rate and continued education are always areas promotion boards scrutinize.

If you are in need of guidance, visit your command career counselor. They are trained to help you with career planning and also the detailing process, from JASS applications to execution of orders. Advancement opportunities are improving, but you must continue to strive to make yourself more competitive. I cannot stress enough the importance of aggressively pursuing your Seabee Combat Warfare designation. That, along with sustained superior performance, will significantly improve your chances for promotion in today's Navy.

Your detailers are also here to help you with your

career. If you have a question that you just can't seem to find an answer to, ask your detailer. I'm not saying that we have all the answers, but we do have a great number of resources at hand. If we don't know the right answer, we'll find it for you.

NPC constantly explores new ways to improve the detailing process to help keep members better informed of their career options. Lately we have implemented JASS into BUPERS Access (<http://www.bupersaccess.navy.mil>). Members can now view available JASS requisitions from their home computers.

In closing, I urge you to take charge of your own careers. Review your official military record and ensure that everything is correct, now. It's never too early to prepare yourself for the next higher paygrade. I would like to wish you all good luck, but with a well-planned career no luck is necessary.

*CMC(SCW) Avery
EO/CM E1-E6 Detailer
PERS-401CF*

Use Your Communication Resources

As all of us know, communications is the crux of all operations, and absolutely crucial to successfully achieving our objectives.

Those of us who desire a specific duty station at the completion of our present tour must plan ahead and make our proposed plans known to others. At one year out from your PRD, you need to talk with your command career counselor to determine what your options are for your follow-on tour of duty. You and/or your CCC can contact us

to find out the status of your desired choices, or if there are billets that need to be filled at any of your choice commands.

A good source of intel containing career-related information and available billets is our monthly NSW Detailer newsletter, *The Perimeter*. *The Perimeter* is faxed and E-mailed as an attached file to all NSW commands and posted on the Web at <http://www.bupers.navy.mil/pers401/pers401d.htm>.



Your career counselor will make copies of the newsletter and route them to each platoon, boat det and department.

GMCM(SEAL) James R. Culley
SEAL Detailer
PERS-401DE

SWCC Specialist Qualification Program Sets Tough Standards

Welcome aboard to EMCS Mike Warrelmann, reporting here in mid-March as my relief from Special Boat Unit 12.

Before my farewell as your detailer, I would like to bring you up to date on some good news. As many of you know by now, in October the CNO signed the Enlisted Naval Special Warfare Combatant-Craft Crewman (SWCC) Specialist Qualification Program. As of the deadline for this article, the OPNAVINST governing the program and a NAVADMIN outlining the implementation process are both in the drafting stage.

“Boat guys” past and present are eligible for this program, providing they meet certain requirements. No one should assume that he is automatically qualified as a SWCC Specialist. Proper documentation is

necessary. The qualifying command must verify and recommend your qualification. Past “boat guys” should contact their last SBU CMC to see whether or not they may qualify for the program.

Here is the meaning behind the whole program. Attainment of SWCC qualification signifies that a volunteer for Naval Special Warfare duty has achieved a level of excellence and proficiency in the operation of special warfare combatant-craft. The SWCC qualification signifies that a Sailor is operationally competent and has acquired additional knowledge that enhances the understanding of warfighting, mission effectiveness and unit survivability as demonstrated by knowledge of navigation, communications, engineering, weapons, deck systems and tactical operations of

special warfare combatant-craft. It will be up to all who qualify SWCC Specialist to uphold the highest standards of the program.

With all this said, it is time for me to say good-bye to you as your detailer. The tour has been a rewarding one. I enjoyed the opportunities to meet and talk to many of you. My focus was to give everyone their desires while keeping in mind the needs of the community and the Navy. As I depart for Special Boat Unit 22, I am confident that Senior Chief Warrelmann will continue to serve your needs. Again, it has been my pleasure. Remember, “Never leave the boat.”

ENCS(SWCC/SW) Jim Ferens
SWCC Detailer
PERS-401DI

Changes in the Diving Lockers

Many moons ago, around the council fire of the many great chiefs of the diving tribe, the health of the diving community was evaluated. One of the many initiatives settled upon to strengthen the community is reflected in Change 26 to MILPERSMAN 1220-300, of January 2000. It states:

“CNO (N132D7) will remove NEC 5342/5311 of any First Class/Saturation Diver who has not been selected as a Master Diver within 12 months of the member’s frocking to E8, or attends and fails the Master Diver evaluation course. E8 divers who attend and fail Master Diver evaluation may be held at the school with a positive recommendation until the next available evaluation. After the second failure, or if a negative recommendation is received at the first evaluation, the diving NEC will be removed and the member will be made available to their rating detailer.”

January 2001 marks one year since the printing of this recent change, and the “grandfather period” is now over. At the end of 2000, I endeavored to contact the Master Divers/CMCs of all current E8s who would be affected. As it turns out, approximately 20 percent of those E8s already had Fleet reserve papers on file, six percent were already pursuing the next higher level in their professional development (MDV), and a few stragglers saw the writing on the wall and bailed...went warrant officer.

Bottom line, these E8s will no longer be transferred by the Diving Detailer unless it’s to MDV Evals. NEC removal will commence in January 2001. Any waiver requests need to be submitted ASAP. By the way, E7s need to review the MILPERSMAN for changes that apply to them and go into effect October 2002.

This shift in the way we man our community should be good news for many divers. As we reform our Chief to Indian ratio, our hot runners will have more

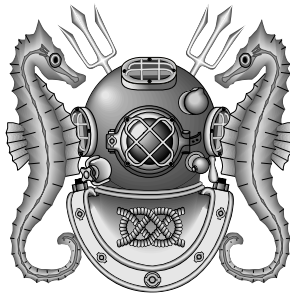
room to show their stuff and reap the benefits, worker to supervisor ratios will improve and diving lockers will better reflect what a Navy division should look like.

On a different note, I’m still learning the ropes here at the detailer’s desk. The skills I acquired as a diver are now paying off. Typing, phone dialing, computer operations and frequent flyer miles constitute my new PQS skills. My knowledge of the job is growing daily. I figure by the time my relief is here, I will have figured out most of the ins and outs of the job.

Concerning JASS, I have figured out that too few are using it. As it stands now, over 90 percent of those who apply on JASS receive their first choice. This is the program I look at when you call me to discuss what is available. If you can’t access JASS in your area, feel free to call me and I will apply over the phone for you. One thing to remember, if you call to negotiate orders while the JASS session is open, I will not post you to a job, but I will apply for you. This prevents the “back door” or “good ol’ boy” syndrome. While your ship-mates are in competition for a job, if you want that job you have to compete with them.

The last thing I would like to mention for this issue is that you don’t have to apologize for calling me and “taking up my time.” I’m here for you, whether calling for yourself or to discuss your command manning. My job includes giving you my time, and I’m glad to do it. You know what they say concerning diving, “There are those who do it, and those who read about it.” And the great Mississippi doesn’t afford me many opportunities to dive here in Tennessee, so it’s good to work with my fellow divers in whatever way I can.

*ENCM(SW/MDV) Briggs
Fleet Diving Detailer
PERS-401DC*



LINK E-mail address: link@persnet.navy.mil

SDAP, Recruiting and Your Future

In this *LINK* article, I'm including a letter from our Assistant Enlisted Community Manager, QMCS(EOD) Steve Marshall. He, Senior Chief White at EPMAC and I all work together to manage the readiness, placement and policy concerns for the enlisted EOD community.

"Greetings From Washington, D.C. I'm QMCS(EOD) Steve Marshall, your Assistant Enlisted Community Manager (ECM). Yes, I know I'm an EOD guy, but I take care of the Fleet Divers, EOD, SEAL, SWCC and MU communities along with CDR Tom Carlson and ENS Shaun Chittick.

"What does the ECM do, you ask? Well, we take care of everything from advancements and budget for special pays to retirement approvals and waivers for new recruits. Recruits and recruiting are the focus of this article. Hopefully, you are aware that you are eligible to draw dive, demo and jump pays and Special Duty Assignment Pay (SDAP), depending on your billet and your NEC(s). SRB now has a \$45K ceiling. This may not be enough for the hazards that we face, but it is

quite a bit more than we were getting just five short years ago.

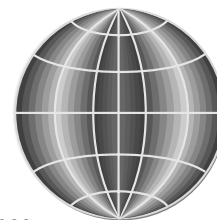
"Now for the pitch: Our communities are undermanned, some more severely than others. At the current recruitment/retention versus the separation/retirement rates, we are just breaking even. If we don't increase recruiting, our separations and retirements will soon outpace the new recruits. The outflow will be greater than the inflow. You can help. We've all had people come up to us and ask, 'How can I do what you do?' You may have pointed them in the right direction or even helped them along, but some may have ignored them, thinking, 'Nobody helped me, figure it out yourself.' That is the attitude we all have to change. We are all busy, but please take the time to help recruit future prospects. The future of our communities depends on it."

*GMCM(EOD) Robert Dawkins
EOD Detailer
PERS-401DF*



(L to R) PHI(SW/DV) Eric Tilford, retired Navy Master Chief Carl M. Brashear, Janet Langhart Cohen, Academy Award-winning actor Cuba Gooding Jr. and Secretary of Defense William S. Cohen pose for pictures at a special premiere screening of the Twentieth Century Fox film "Men of Honor" in Washington, D.C., on Oct. 21, 2000. Tilford met Brashear at Navy dive school nearly 10 years ago. Gooding plays the role of Brashear in the film. DoD photo by R.D. Ward.

EM - Your Career Decisions



Hello to you all. I am EMCS(SW/AW) Gebhart, and I'm the new EM E7 to E9 Detailer. I'm coming from USS CARL VINSON (CVN 70) in Bremerton, Wash., and have relieved EMCS(SW) Rio. I wish Senior Chief Rio "fair winds and following seas" and the best in his tour on CARL VINSON.

Let's talk about a subject near and dear to many of the senior people in our rating community: transfer to the Fleet Reserve. I know several of you are ready to transfer to the Fleet Reserve upon completion of your 20 years. With current manning levels and the number of gapped billets in the Fleet, in order to transfer at the 20-year mark, it requires some prior planning on your part. If you are submitting a request and still have a large amount

of time remaining from the date you have requested and your actual EAOS, the request, in most cases, will be disapproved. If your desire is to depart Naval service and transfer to the Fleet Reserve at 20 years or at any point after that, do everything that you can to ensure your requested transfer date is as close to your EAOS as possible.

Second subject: JASS. We encourage all contact with the detailers, and if you have questions, don't hesitate to call, but don't forget to apply for the billets that interest you on JASS. It is the tool that detailers use to assist with billet selection. Start early in your window to improve your chances of obtaining your billet of choice, and be flexible. As you all realize, our choices of billets drastically shrink

as we become senior in our rate. Sometimes back-to-back sea tours are the only option to stay in a particular area. Shore Special Programs billets such as recruiting, recruit division commander and instructor duty are other options to consider.

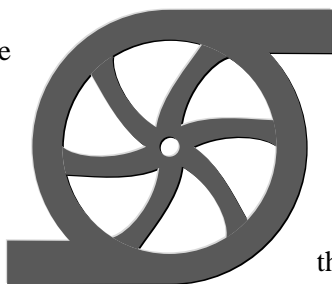
Every effort is made to match the desires of the member with the orders that are available, however, sometimes the needs of the Navy will supercede. I look forward to an enjoyable tour as your detailer, and await contact with all of you. Good luck out there!

*EMCS(SW/AW) Gebhart
EM E7-E9 EM Detailer
PERS-402CD*

GS - Career Enhancing Possibilities

Aloha to the Gas Turbine community! Once again, it is our pleasure to congratulate our new chief petty officers and welcome you all into the CPO community. Talking to a good number of our recently promoted chiefs revealed a couple of similar career issues that I wanted to pass on to the rest of the community. In doing this, I hope to give you all some more ideas and insight on career enhancing possibilities.

For the new chiefs, as always, sea duty was the big factor. The large majority of selectees were currently on or had just recently left sea duty. Also, almost all of them had a high proportion of sea time compared to shore duty. The majority of those who were on shore duty had high-priority and hard-to-fill billets such as recruiting, recruit company commander or instructor duty in Great Lakes. These are all challenging jobs that have proven to be career enhancing.

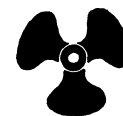


Lastly, as with the last GSCS results, Precommissioning Unit Sailors had a higher number of advancements compared to Sailors at other sea commands.

As engineers, it should be of no surprise that our seagoing shipmates and those training our people have the highest advancement rates. Let those personal and professional rewards work for you. Reap the benefits of hard work and sacrifice. When preparing for your next career move, take those critical jobs and excel at them. Good luck to you all in your future endeavors. Remember us if you have any questions; we are a resource here for you! Mahalo.

*GSCM(SW) Bacon
GS E7-E9/MGTI /Rating Lead Detailer
PERS-402CG*

MM - Maintaining Your Career



This month's *LINK* article is targeting those Sailors of every paygrade who have made, or are trying to make, the tough decision to make our Navy a career. I'll discuss what is vital to a successful career. Those of you who have already decided to stay for 20 or more years should keep reading so you can pass this along to your shipmates, and help them make good choices.

The Navy is the world's premier sea-going armed force. That means Sailors go to sea. It is in everyone's best interest to get the Fleet manned as best we can. Shore duty is great for a while, but when your nine-month PRD window arrives, take the initiative and call your detailee early, looking for the challenging sea billets. Along these same lines, avoid repeating platforms. Variety is the spice of life; in this case variety is the spice of your career. If your first ship was a carrier, go to an amphib or an oiler, and vice versa. We as machinist mates still have billets overseas in Japan and Italy. These FDNF billets can get you places.

When the final multiples are computed and the selection boards convene, the warfare and senior in-rate qualifications you have achieved weigh heavily. Now that the warfare program is mandatory Fleet-wide, there is no excuse for you not to have at least one if not two designators. When you are researching billets for a second or third sea tour, keep this in mind. If you have not had the opportunity to get an EAWS pin, go for the big decks: carriers, LHAs and the like. Not only do you get the propulsion

or auxiliaries experience that comes with the billet, but it is also an excellent (and the only) place to get that Aviation Warfare device. Nothing can replace warfare qualifications in a selection board's eye. Never be satisfied with completing engineering qualifications. There's always more to do. If you've completed watch station qualifications for your rating, look to the supervisory positions. If you've completed those, work on things like Fire Marshal, Gas Free Engineer, Quality Assurance and ship qualifications.

Shore duty is great if you look at it in the right perspective. It is a chance to rest and relax from the rigors of sea duty. But this does not mean that you are exempt from the work and challenges of Navy life. When you are looking to go to shore for the first time, take the hard jobs that will provide an interesting and career enhancing tour. Instructor duty at SSC Great Lakes and FTC (Norfolk and San Diego) are good choices. We are always looking for hard-charging second class petty officers and above to go to RTC Great Lakes and mold the next generation of Sailors. Recruiting duty, now open to third class petty officers, offers similar challenges. You can directly affect the type of Navy you return to. The tangible benefits are not something to scoff at, either. On a general note, right now shore duty billets in San Diego and Norfolk are few. Realize also, that some shore locations like Hawaii, Texas and overseas are difficult if not impossible to get.

Finally, you are responsible for your record. Frequently check your

microfiche and Enlisted Service Record for accuracy. Don't wait until after the test or the day the board convenes. Second, off-duty education is something that I'm sure everyone would like to do. At each and every duty station you go to there will be an opportunity to complete some college or vocational courses. Whether correspondence courses, CLEP tests or classroom instruction, do not allow these opportunities to pass by. The Tuition Assistance Program and the Navy College offices are there for you. Community service can be a turn off to a lot of Sailors; extra work, extra hours, dealing with civilians. Wrong answer, shipmate! Activities that enhance our relationship with the communities that we live in are a good deal all the way around. It makes the community a better place to live, it enhances the Navy's public image, it looks good on an EVAL or FITREP and last but not least, it gives you the feeling of accomplishment and a good deed done well. Take pride in your Navy and community.

I think I have covered the big-ticket items, so I'll get off my soapbox and get back to work balancing Fleet and personal needs. I will close with this one thought: The Navy is a tough career and is not for everyone. For those who make the tough decision and the tough choices that follow, nowhere else will you find the benefits, rewards and self-satisfaction. Good luck out there!

*MMC(SW) Bruns
MM E1-E4 Atlantic Detailee
PERS-402CF4*

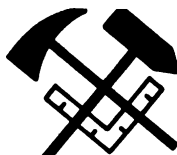
HT - Career Enhancing Choices

Hello, shipmates! I would like to start out by congratulating all the new chief petty officers out there. Bravo Zulu to all. Additionally, I encourage all of you to share your career history with those around you. We can help our Sailors make better career decisions.

When was the last time you thought about being a recruit company commander or instructor in Great Lakes? There are great opportunities for the highly motivated Sailors looking for ways to strengthen their advancement chances. Recruiting still offers the chance of being located in your home state or hometown.

For all the first termers out there, GUARD 2000 is a great opportunity. Remember, the more sea time waived (up to 18 months) the longer the obligated service, plus the current 1.0 SRB. For all those eligible, please be sure to contact your command career counselor for more information.

Everyone within their nine-month PRD window should start negotiating for orders. Waiting only limits your choices and chances of obtaining your desired



orders. Current policy states each Sailor will be under orders at the six-month mark. We won't let you reach PRD without orders. Take a look at JASS. If you can't download it, use BUPERS Access on the Internet. It is view only, but you can E-mail us with your applications. While you are there, you can also view the new NAVADMINs such as the new policies being generated (like ITEMPO). There are also changes in the BOOST program. All this information can be found on the Internet at <http://www.bupers.navy.mil>.

Remember, it is not where you are stationed, but what you do and how you do it while attached to that command. Sustained superior performance on sea duty or arduous shore duty, in combination with a warfare pin, command and community support and education make up the equation that equals a great Sailor. I look forward to hearing from you. Good luck out there!

*HTC(SW) Pieper
HT E1-E4 Detailer
PERS-402DF2*

EN - You Should Move Up, Not Out!

For our first order of business, welcome aboard to my relief ENC(SW) Sensano, newly reported from USS FLETCHER (DD-992) in Pearl Harbor, Hawaii.

Career Opportunities. How do Sailors move up? For those of us who have "been around," this is not a hard question. We start with hard work, hitting the books and an insatiable "hunger" to better ourselves. Now with that said, is it easy? No! If it were easy, everyone would make petty officer, chief and perhaps even move on to "Mustang" as a limited duty officer or warrant officer.

The Navy has many opportunities that will give you that "boost" to move up. They stretch from off-duty

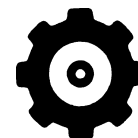
education to class "C" schools; from career builders such as an instructor, recruit division commander, recruiter or as a leading technician at a SIMA. These demanding duties will reap dividends in the end. Never say "no" to an opportunity for "growth," either professionally or personally.

Keep in touch with your CCC and your chain of command on career opportunities that will lead to upward mobility. Remember that this is your career, and you must take charge of it first before you can expect the chain of command or anyone else to do the same.

Each one of you, no matter where you are in the Fleet, is a professional. Not everyone is going to be a career Sailor, and that is O.K.

However, it is not O.K. to let three or four years of an initial Navy enlistment go to waste. Make the best of every opportunity every day.

This is my last *LINK* article, and I want to wish the best to all of you in the Fleet, which is the entire Navy on sea and shore duty alike. Detailing has been the most rewarding tour of my career. To work for each of you has been an honor. Keep the lights on, the water running and the ship moving through the water. Good luck out there!



*ENC(SW) Mike O'Brien
EN E5 Detailer
PERS-402DG3*

MR - Think Variety for Your Career

Greetings from Millington, Tenn.! There are a few things that we need to discuss concerning your career.

We are in a new year and once again it is time to reflect on the past and forecast the events to come for the years ahead. I have heard a lot of people say that they just want to get out of the Navy, yet they haven't even taken advantage of what the Navy actually has to offer. "With advancement as difficult as it is, what reasons are there for me to consider the Navy as a career choice?" I'll try to answer this common question.

If variety is the spice of life, then the Navy has the challenges you are looking for. The Navy no longer wants you to be a specialist in one area. You need to be able to excel in a variety of assignments.

For all of you hot running first-term MR3s, MR "C" School (NEC 4402) has been added to the Career Schools List. What this means to you is that this outstanding "C" school is available through the STAR Program, which provides you with another opportunity to increase your knowledge in the MR rating and advance to MR2. NAVADMIN 176/00 and MILPERSMAN 1160-100 have all the info for you. Ask your career counselor about the STAR Program and the best way for you to stay Navy.

Flexibility is the key when negotiating orders. Often times a specific ship will not be available. Why not take a different ship of the same platform? Maybe it is an overseas ship. Take this opportunity to experience a different culture and do something that the selection boards recognize! If you have already been on a DDG, why not consider a carrier or another large deck ship? You will gain experience that cannot be obtained anywhere else. Realistically, you should expect to be assigned to at least one overseas assignment in your career as well as a tour as an instructor, recruiter or at a special type of command like NPTU or SDVT. Some of these billets are rare, so keep your eyes open for them.

Keep your records up to date. We can only see what is in our database at NPC. If you are enrolled in the Exceptional Family Member (EFM) Program, ensure that you make the necessary updates to keep your information current. EFM updates are required every three years. If you have been through a "C" school and the NEC is not in your record, provide the documents to your PSD and get your record updated. Have you gotten



married or do you have a new child? Make sure your Page 2 reflects these changes. This is probably the most important document in your service record!

Use BUPERS access. This is an excellent tool to use to see what is current in the Fleet.

BUPERS Access enables you to input special requests, update duty preferences, view your orders and a number of other functions to assist you in keeping track of your records. It is unique because the changes or requests you make immediately update NPC's mainframe and allow the detailer to see your requests more quickly than before. You must manage your own career track. The detailer can offer advice, information and billets. You are the one who must make the ultimate decision on the direction your career will go. Take the tough jobs and constantly upgrade your knowledge. Don't be afraid to call or E-mail us and let us know what's going on. There are many options available to you in the Navy. In rate schools, off duty education and the type of duty/location are available to you to gain knowledge, experience and enjoy cultural diversity. The most important advice is to use the knowledge and expertise of your chain of command and your career counselors. We are all here to assist you in making decisions about what matters the most – *your* career.

*MR1(SW/AW) Beck
MR E1-E5 Detailer
PERS-402DE2*

3M - Looking for a career enhancing sea duty billet? Consider Command 3M Coordinator duty (NEC 9517). The 3MC position can provide an excellent opportunity for professional and technical growth. The selection boards know what the hard jobs are, and will continue to select service members who choose the billets that make a difference. Command 3M Coordinator assignments continue to be open to most ratings in pay grade E7-E9. In addition, first class petty officers who have demonstrated exceptional performance may be assigned with the approval of the MCA and the gaining command. Contact your rating detailer to see if you can be released for this rewarding duty assignment.

*MRC(SW/AW) Kuhn
MR E6-E9 and 3M Coordinator Detailer
PERS-402DE*

IC - Start Thinking 12 Months Out

We receive huge numbers of questions and requests daily, which could be answered by one of your best assets locally - the command career counselor (CCC). They have the information at their fingertips, and they are right there with you. LPOs and LCPOs are also great sounding boards for questions in preparation for correspondence with your detailer. There are no bad questions when it comes to your career!

I am committed to my goal of trying to accommodate each Sailor's desires and their professional development, while still meeting the requirements of the Navy. Remember, we can only offer orders that are valid or exist at a specific time.

Start considering your next assignment at least 12 months prior to your projected rotation date (PRD). Review JASS and talk to your CCC about how it works, so when you enter your nine-month window, you have a good idea about possible jobs in the Fleet and how to apply for them. You have from the nine-month to six-month window to apply via JASS. Keep your options open.

For shore duty, consider high priority billets like recruiting. Recruiting duty comes with some attractive benefits like possible assignment near your hometown, special duty assignment pay of \$375 per month and choice of coast for your follow on assignment. Instruc-

tor duty and recruit division commander duty in Great Lakes (for E5 and up) are two of the best career enhancing special programs we have. Both are challenging and very rewarding. Check these programs out, and give them serious consideration. Good luck out there!

*ICC(SW) Dave Kiefer
IC E1-E4 and "A" School Detailer
PERS-402DCI*

I would like to say thank you and goodbye as the IC rating lead. I have enjoyed my time at Navy Personnel Command helping you. ICC(SW) John Buzzard will be the E5-E8 IC Detailer, so please give him your support. Always be safe out there and have fun! See you in the Fleet.

*ICC(SW) Earl Salter
IC E7-E8 Detailer, IC Lead Detailer
PERS-402DC*

DC - Advancement Facts

I am DCC(SW) Mark Johnson, reporting from Afloat Training Group Norfolk. I have assumed the very challenging and rewarding task of being the DC E5 and E6 Detailer. As your new detailer, it is my goal to be responsive to your needs while also meeting the needs of the Navy.

I would like to say a few words about advancement. Carefully planning your career path is one of the most important things you can do. The types of assignments needed to achieve "sustained superior performance" are the key factors in advancing in today's Navy. When considering shore duty, think of high-priority billets (Shore Special Programs) such as recruiting, recruit division commander or instructor



duty in Great Lakes that demonstrate leadership, teamwork and the ability to excel in challenging environments. Other

special programs to choose from are outlined in ENLTRANSMAN Ch. 9. When at sea, earn your warfare designator, step up to that leading petty officer position, take highly visible collateral duties and study for your exam.

Each of us needs to continue to look for those difficult assignments and challenges that will take us a step closer for our next advancement in rate. Strive for excellence in all that you do. Good luck out there!

*DCC(SW) Johnson
DC E5-E6 Detailer
PERS-402DI1*



**Keep America Strong!
Stay Navy!**

“What is the Board Looking For?”

We've now completed another cycle of CPO selections. While we enjoyed our best advancement rates in years, there are still many of us asking, “What was the board looking for in their selections this year?”

While the actual board process is confidential, several common factors were noted. First, evaluated time at sea as a leading petty officer was the *number one* factor across the board for practically every rate. Other factors included: qualification/requalification as EWS/EDPO within a reasonable time after reporting to a new command, documented leadership, participation and active leadership in major command-wide collateral duties, command-wide breakout in numbers on your evaluations, and coherent sea/shore rotation.

The type of shore duty performed was a major factor, with NPTU tours and supervisory positions at maintenance activities carrying more weight than other less challenging positions. Neglecting to attain certain shore qualifications/positions (i.e., Master Training Specialist, EWS at NPTU) are often viewed as significant detractors to selection. Off-duty education initiatives were noted, but not required. No single factor will ensure your advancement, but a well-rounded career demonstrating sustained, superior performance will ensure you the best chance for advancement.

There is still a screening process in place for prospective EDMC's to ensure the right leaders are placed in appropriate positions. This screening includes a look at your past performance and qualifications, and an endorsement from your current COB/CMC. There is no requirement to submit a 1306/7. I can get all the endorsements over the phone or by E-mail. However, the screening takes time, so if you call about your orders and I tell you that you are still in screening, please be patient.

One final thought: What have you done to help win the war on retention today? Never has the statement “training your relief” been truer. Higher rates of retention will ease the day-to-day watch and work burdens on engineering departments. Also, more Sailors mean more of us old guys can transfer to the Fleet Reserve, providing even greater upward mobility for all. Keep this in mind as you work with your Sailors' professional development and career counseling. As always, let me know if I can help you in this critical area.

*ETCM(SS) Bill Walker
Submarine Nuclear CPO 3363/64/65/66 Detailer
PERS-403CD*

ET - Finishing Your Education

Hello, I am ET1(SS) Wayne Bixby, your new detailer. I'm reporting aboard from USS SANTA FE (SSN 763), home ported in Pearl Harbor. I'd like to bid a fond farewell to my predecessor, ETC(SS) Williams, who is reporting aboard USS COLUMBIA (SSN 771); good luck, shipmate. I am very excited to be your detailer, and I am looking forward to matching your needs with the needs of the Navy.

Right now the Navy's needs are at NPTU Ballston Spa, N.Y. So if you're finishing up your sea tour and looking for a rewarding job, consider an instructor tour in the

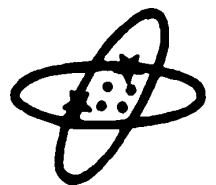
training pipeline. Not only can you directly affect the quality of personnel heading out to the Fleet, but the job also offers you the time necessary to work on your college degree.

How can this be, you ask? At NPTU Ballston Spa, Rensselaer Polytechnic Institute (RPI) offers a degree program flexible enough to support those people assigned to shift work, allowing you to attend your classes regardless of which shift you're assigned. Remember that sea time is being waived for all pipeline instructor tours based on the type of instructor duty, your ship's operational schedule, and the

availability of a qualified relief.

Furthermore, don't hesitate any longer in getting your SMART transcript. This will allow you to transfer your Navy schools, OJT and leadership experience into usable college credits (check out <http://www.navycollege.navy.mil>).

Speaking of availability, senior qualified petty officers are in short supply. This past year's advancement results show that of the 50 new chiefs, 20 percent have less than 10



Continued on next page

EM - Communication is Essential

Hello shipmates! I am EM1(SS) Mike Bahler, reporting from USS KENTUCKY (SSBN 737)(GOLD) in Kings Bay, Ga. Join me in wishing ENS Spence, commissioned Sept. 1, and his family all the best in their future assignments.

My goals are to maintain an honest, fair and accessible relationship with each of you, and operate as an extension of your division. Communication is the key to our success, and I look forward to visiting and talking with as many of you as possible. On this note, if you are within 12 months of your EAOS and I haven't talked with you, give me a call and let me know what is on your mind. I'll research and answer all questions!

History shows that Sailors who choose to serve a tour as a Nuclear Instructor are being rewarded with better advancement rates. For proof, look at the chief results. I am always looking for hot-running, motivated EM's to volunteer for instructor duty at our Nuclear Power Training Units (NPTUs), particularly at Ballston Spa, N.Y. By starting early and submitting a 1306/7 with copies of your last two evaluations, we can get the screening process completed. I'll also have more time to backfill your billet with an appropriately trained petty

officer, while simultaneously maintaining the highest level of experience at sea and meeting our need for instructors at NPTU.

We have made great progress in raising the manning of our community over the past few years and now have the ability to man our SSNs to 14 electricians and shorten first-terminer PSTs to 54 months! This means I will be able to say "Yes!" more often and have more options available for everyone.

The keys to continuing to improve our success as a community are communication and PRD management. By talking with your LPO and CCC early and getting any PRD change requests to me 12 to 18 months before your scheduled PRD, I can give you and your command a more accurate status of your manning. Keep in mind that nine months prior to your PRD, your billet is available for someone else, and we have lost some flexibility and negotiating room. By managing PRDs correctly we allow the broadest detailing window, and that equates to more choices for more people. Until next time, "Stay in phase!"

*EM1(SS) Michael Bahler
EM (3354/3364) E4-E6 Detailer
PERS-403CF*

ET - Continue Your Education, continued

years of service. Continuing this trend, of the 54 new first classes, over 30 percent have less than five years of service. Staff-pickups and students coming to the Fleet are making first class during their initial sea tours. *We have junior divisions throughout the Fleet.* If you're a hot-running, enthusiastic first or second class petty officer looking for a great leadership assignment, call me! This may be the opportunity you need to set yourself apart from your peers and become one of those eight-year chiefs.

My final plug for this issue is to keep in touch. Call me, talk to me. LPOs, share with me your long and short-term concerns. Don't let the first time I talk to you be when I'm standing in your "horseshoe" trying to read the name on your coveralls.

*ET1(SS) Wayne Bixby
Submarine Nuclear ET (E6 & Below) Detailer
PERS-403CE*



PROUD TO BE NAVY

MM - Your Year for Something New

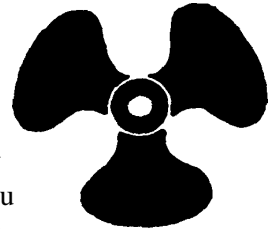
For all the Sailors who've spent the holidays at home, I hope you and your family have had a joyous holiday season. For my shipmates who were away from their loved ones this holiday season, I send you a personal "thank you." I know it's hard to stand the watch during this time of year, and you are greatly appreciated by your shipmates and the citizens of these great United States.

Some big changes have taken place since my last *LINK* article. All the first-term Sailors have had their PRDs set for a 54-month tour vice a 60-month tour. This means six months less sea time for your first sea tour. All newly reported shipmates have their PRD set to match their EAOS. This PRD will change to a 54-month tour when the first

term Sailor re-enlists. For all our shipmates in sunny Hawaii, your PRDs will remain at the 36-month tour point to allow for OTEIP.

We also are taking a proactive stance in the detailing world. I'll be contacting everyone when they get within 12 months of their PRDs to discuss options and just give you all the information that you might need about the detailing process. So if you're in the middle of putting that pump back together or hydro-lancing a condenser and someone tells you the detailer wants to talk to you, don't panic! I just want to touch base with you before you enter the "window," and answer any questions you might have. With that said, if you have been to sea for 24 months or are looking at your upcoming PRD and want to try

something new, give me a call. After being on board for only 36 months, you can transfer to NPTU or to the tenders in Guam or LaMaddelena.



Finally, I would like to see all of you complete some form of advanced education prior to leaving the Navy. Currently, the Navy is supplying PACE on board units to complete the lower level credits at sea—completely *free*, although you still must buy your books. Then you can use the tuition assistance program to pay 75 percent of your tuition at the college you attend

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Punching Your "Education Ticket"

I want to review the education benefits available to you while you're serving your country's needs.

- NROTC/ECP/USNA (United States Naval Academy) are programs that provide college education, lead to a commission and are available to Fleet and nuclear training command Sailors. NECP, another college education and commissioning program, is available only to those Sailors (staff and students) serving at one of the nuclear training commands. Visit the CNET Web Site for details at <http://www.cnet.navy.mil>.

- PACE is an excellent and inexpensive way to earn college credits while onboard the boat.

Actually, they're *free*. All you have to do is buy the books.

- Tuition Assistance helps pay for your education, and will generally cover 75 percent of your tuition.

So, let's say you want to get your degree while in the Navy, and you don't know where to begin. You've already completed the first step—you graduated from Nuclear Power School. Most colleges give credit for this training. You're missing out if you haven't checked the SMART transcript credits you've earned at <http://www.navycollege.navy.mil>. This site can also tell you how to best garner those credits toward a completed degree.

If you've been on the boat 36 months, you can transfer to NPTU and receive more credits for Nuclear Instructor Duty. While you're there, you can enroll in one of the many colleges that teach on site. These programs are tailored for NPTU and are even compatible with shift work hours. So what are you waiting for? Send me your 1306/7 along with your two most recent evals, and ask for duty at NPTU Charleston or Ballston Spa today.

Do yourself a favor. Take this *LINK* to your next engineering department training. Spread the word that NR-1 is available for

Continued on next page

MM - Your Questions Answered by Submarine Auxiliaryman Detailer

"I want a billet that is career enhancing." This is the most common opening line of conversation used by Sailors who have called us. It is not the name of the billet you are assigned to that is career enhancing. It is the experience you gain and the quality of work you provide that enhances your career opportunities. Seek opportunities to increase technical knowledge, provide leadership to subordinates, do the best job you possibly can, and you will reap the rewards.

"This guy shouldn't be sent to that repair facility. He needs something career enhancing." I can't think of a billet more valuable to the career development of an auxiliaryman than an assignment to a repair facility. The auxiliarymen at repair facilities work on jobs that are far beyond the scope of most assignments handled by ship's force.

"I really wanted to stay in this area, on a T-hull, on a fast boat, etc." Variety is the spice of life and diversity is the most popular offering on the advancement menu. The most common factor shared by those advanced to MMC on the last advancement cycle is varied at-sea experience.

"I want an instructor billet." Instructor duty is rightly seen as an enhancing assignment, however, with few exceptions, requisitions for such duty show up as E6 requisitions. Some E5s have been released to fill these requisitions when no E6s have applied, but

MM - Your Year for Something New, continued

ashore. With your expertise in nuclear power, you'll have your degree in no time! Make the best of the Navy; use the resources we offer, and you'll benefit greatly.

As always, please feel free to call me with any questions you might have about your Navy career, education or benefits. I'm here to lend you a hand when you need it, not just to write orders when you get into the "detailing window."

MMC(SS) Mike Martin
Submarine Nuclear MM/Welder (E6 and Below) Detailer
PERS 403CG

generally there are far too many E4 and E5 billets remaining to be filled to allow this to frequently happen.

If you are on sea duty and contemplating Fleet Reserve, please call me a year ahead of time and let me know your plans so we can try to meet your desires and avoid gapping a billet. If you are on shore duty and you have been receiving CONSUBPAY, you should be prepared to go back to sea.

Have you considered being a Submarine Force Diesel Inspector? If you are E7-E9 and are interested, you should contact me at least 12 months from PRD. The requirements can be found in OPNAVINST 9233.1A, or simply give me a call.

3-M COORDINATORS

I have 16 3-M coordinator billets with various fill dates available through the end of 2001. Applicants are needed from all submarine ratings. Remember, you must be released from your rating detailer!

MMCS(SS) John Stapleton
Submarine Auxiliaryman (E6-E9) Detailer
PERS-403CM

Give Us Your Opinion!

Tell us how to make *LINK* better. Take the survey on Pg. 89 and fax it in!



Punch your "Education Ticket," continued

those first class petty officers who are hard charging, quick to qualify and looking for the toughest billet. Do you want to be the division officer or OOD? Give me a call and we will work out an opportunity to increase your degree of responsibility.

MMC(SS) Steve Wagenschutz
Submarine ELT/RADCON (E6 and below) Detailer
PERS-403CH

CPO Detailer Wants to Talk to You

Let me start this *LINK* article by saying thank you to everyone who has recently reported or received orders to instructor duty. The good news is that manning is increasing at all instructor sites. The bad news is overall surface nuclear instructor manning is still less than required. If you or anyone in your division is thinking about an instructor tour, please call me (or their detailer) to discuss the opportunities, challenges and advantages. The follow on tour home port guarantee is still available to those Sailors going to prototype for instructor duty. As always, communication is the number one tool to help you get the assignment you most desire.

Prototype manning isn't the only area where we are making improvements. ESWS qualification is also climbing. Continue to lead the warfare charge. Counsel your Sailors early in their careers about the importance of warfare qualification. ESWS is now a requirement for advancement to first class and transfer to shore duty. Be the first LCPO on board to have a 100 percent ESWS-qualified division. Next, encourage your top performers



to transfer to instructor duty. Remember, as the quality of the staff increases, so will the quality of the new Sailor reporting to your division.

Don't be shocked when someday in the near future you return to your office and someone tells you that you need to call your detailer. In an effort to improve the overall detailing process, we at Navy Personnel Command are going proactive and will be calling you. I will be calling chiefs who are within one year of PRD. By contacting Sailors early, there will be a better chance of your getting exactly what you are looking for. If I have five open jobs and five people due to transfer, it only makes sense to ask all five what they want before writing anyone orders. Once I know where everyone wants to go, I can take steps to best maximize their satisfaction. Bottom line, it's never too early to start talking to me about what you want.

*EMC(SW/AW) Greg Huether
Surface Nuclear CPO Detailer
PERS-403CJ*

Instructor Duty: A Call to Arms

Screening is one of the most mysterious parts of the application process for instructor duty. The process starts with the submission of a 1306/7 requesting instructor duty and requesting any waivers that may be applicable (sea service, nuclear pipeline grades or performance marks). Your commanding officer's comments (reactor officer for CVNs) are especially important in strengthening your package. You must include your last two performance evaluations with your package. Be sure to review ENLTRANSMAN 9.56 for screening requirements. Send this package to your detailer, who will review it and send it on to me.

As the Nuclear Instructor Detailer, I marry your package

together with a screening sheet. The screening sheet includes your NPS, NPTU grades, class standings and previous commands with watchstation qualifications. After reviewing this information and your service record, I make a recommendation. The package makes a few stops along its way for processing, but returns to me with a final decision.

Now, we negotiate. My most critical manning continues to be the prototypes, especially Ballston Spa. However, there are positions available for most rates and ratings at all of the training sites. The difficult part is when you ask for something other than NPTU. Your request may have to be modified based on the availability of the billets and your

desires. Once you and I come to an agreement, I write your orders.

This is an involved process, so start early. You may screen up to one year prior to your date of transfer. Therefore, at your two-year point onboard, you can submit the paperwork to screen for instructor duty, and may transfer at your three-year point.

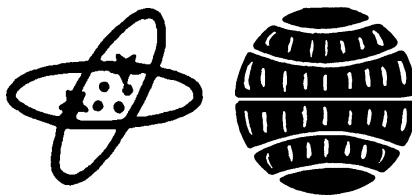
Lastly, please do not hesitate to call or E-mail me at any point throughout the process (numbers are in the *LINK* Directory in back). Your package can be faxed to me at DSN 882-2638, Comm (901) 874-2638.

*EMCS(SW/AW) Bill DeSelms
Nuclear Instructor Detailer
PERS-403CL*

ET/EM - Keep Communication Flowing

Communication is key in the Sailor-to-detailer relationship, enabling you to express your wants and desires, and for me to best fit your needs with the needs of the Navy. I'll be calling your ship to get in touch with you when you are within 12 months of PRD, so don't get excited when you get a message to call your detailer. I just want to figure out what you want to do next.

Speaking of what you want to do next, the instructor sites are still in need of quality instructors. Manning has improved, but we have not reached 100 percent of the required surface nukes at these locations. A staff tour at prototype opens the door for advanced qualifi-



cations that will enhance your opportunities for promotion. The follow-on home port guarantee for NPTU sites is still in effect, as well as sending you to ETMS during the PCS move for ETs going to Ballston Spa. Both Ballston Spa and Charleston have colleges that are working around the prototype shift schedules, making it easier to get your degree.

Keep the charge going on ESWS quals, the numbers of qualified show a marked improvement.

Qualifying opens many doors for your career, and is required for advancement to first class. Also, ESWS is required for almost all shore duty locations that surface nukes can go. So don't hold your career back. Get ESWS done; then, start working on PPWS and EAWS. As always, nuke qualifications should never stop; there is always one more qualification to attain.

If you have any questions or concerns, please give me a call or drop me an E-mail. Let's keep the communication flowing.

*ETC(SW) Frank Emerick
Surface Nuclear ET/EM E6 and
Below Detailer
PERS-403CK*

MM - "Build for Your Future"

Hello, I am your new detailer, MMCS(SW/SS) Brad Ross. Some of you may know me from my Prototype Instructor tour at NPTU Charleston at MTS-635 (now MTS-1), the USS BAINBRIDGE or from my most recent command USS NIMITZ (CVN 68), to whom I send my best wishes.

I would like to take some time on this, my first, *LINK* article to address those of you in your first sea tours. You just finished the toughest school the Navy has to offer. *Now what?* Consider your future! Would you like a resume that reads: "Eight years experience in nuclear power plant operation and maintenance. Qualifications as Nuclear Propulsion Plant Watch Officer, Watch Supervisor, Technical Training Instructor with a Master Training Specialist Certification, and leading petty officer supervising technical operations, maintenance and training on a nuclear propulsion plant." This is a resume you can build during your first eight years in the Nuclear Navy. Add to that advanced education and a well-invested SRB, and you will find yourself on the fast track for chief petty officer or limited duty officer.

But you must set your goals *now* as you leave Prototype and arrive on your first ship. Execute a Zone

"A" STAR reenlistment; rapidly qualify your senior-in-rate watchstation and Enlisted Surface Warfare Specialist. Then, turn your attention to qualifying Propulsion Plant Watch Supervisor, obtaining the position of work center supervisor and taking a few college courses. After three years on your first ship, transfer to Prototype for instructor duty. There you will qualify or requalify Watch Supervisor and possibly Watch Officer. Strive for certification as Master Training Specialist and complete your bachelor's degree. All this, coupled with sustained superior performance, will have you on course for a fantastic Navy career.

In closing, join me in congratulating ENS Jason Julao on his recent LDO commissioning. I wish him and his family best of luck in the future. I look forward to working with all of you to get the most out of your career in the Nuclear Navy.

*MMCS(SW/SS) Brad Ross
Surface Nuclear MM/ELT Detailer
PERS-403CR*

MM - Advancement System Changes

Congratulations to all the recently advanced petty officers! If you did not make it, ask yourself why not. Start studying now for the next exam cycle, and you should call me so we can help plan your next career enhancing assignment for that next pay grade and raise.

Do you know about the changes to the enlisted advancement system? If not, I recommend you review NAVADMIN 189/00. The performance mark average was increased by 20 percent. Weighting for passed-not-advanced (PNA) points was doubled and the limit on PNA points was eliminated. Test questions will be increased to 200 total, with an increase in professional military questions. A target date for implementation of increased

questions is January 2002, and a revised bibliography is in the works.

The GUARD 2000 Program offers new options and choices for first term personnel. The program allows waiving up to 18 months of prescribed sea tour on a case-by-case basis. This opens more billets to help you "stay Navy." This program can be used twice during your career, but one of those times must be during your first reenlistment. For additional details see NAVADMIN 083/00 or the revised ENLTRANSMAN Ch. 8.

The STAR Program is still available for the Mk-48 Heavy-weight course. It will allow you to go to a two-month course and be advanced to MM2 upon completion. NAVMAG LLL in Pearl Harbor has

been outsourced, so past and future 0750 technicians will not be going to that location.

If you will be deployed, on a patrol cycle, thinking about special programs, a first-term wanting to reenlist for SRB/STAR, thinking about Fleet Reserve, or coming up on High Year Tenure, do not wait for your nine-month window. Call me so we can start the process 12 to 15 months prior to your PRD to log or work on your request. Your questions concerning your career are important to you, your family, the Navy and me. Please give me a call. Good luck, and keep charging for that next pay grade.

*MMCS(SS) Rodney Arnold
MM(Weapons) Detailer
PERS-403DF*

ET - Be Flexible With Port Choices

Congratulations to those newly advanced petty officers. If you were not advanced, ask yourself what you need to do to advance. For those going up for CPO, you've undoubtedly heard that sustained superior performance at sea is crucial to selection. While that's true, you must still make well-informed decisions concerning shore duty assignments. For those competing for E4 through E6, increase your level of knowledge. OJT and attendance to one of the five 'C' schools will make you more competitive, make you a better asset to the Navy and increase your options for orders. As always, performance evaluations are very important.

Too many Sailors are willing to accept any job as long as it is in their home port of choice. Here is a snapshot of three major home ports: There are approximately 720 sea duty billets and 410 shore duty billets in Pearl Harbor; 450 sea duty billets and 130 shore duty billets in Kings Bay, Ga.; and 650 sea duty billets and 500 shore duty billets in Groton, Conn. As you can see there is a good chance of receiving orders to Groton and Pearl Harbor; however, there are limited shore duty

assignments in Kings Bay.

Each day my fellow ET Detailers and I receive numerous phone calls concerning shore duty assignments. Almost all of them proceed in the following fashion: "Chief, I want to go to a challenging shore duty assignment which will help me make chief, but I need to stay in my current home port. My wife has a great job, I just bought a house and my kids are in a good school." We try to assign Sailors to the duty of their choice in the location of their choice, but we are limited in the places we can send our Sailors. We would ask you to be flexible in your ports of choice no matter what point you have reached in your careers.

I encourage you to sit down with your LPO, LCPO and CCC to discuss what is best for you. Last but not least, look at JASS, apply for a job and give your detailer a call.

*ETC(SS) Christopher Gamblin
Submarine Navigation ET (E1-E6) Detailer
PERS-403EC*

STS - Where to Gain Experience

Congratulations and “well done” to all those individuals recently advanced. Time marches on, and many of you have come within nine months of your PRD. There have been some typical operating patterns noted during order negotiations that will be addressed here with some suggestions to hopefully diminish the tension and stress during this important process.

The negotiation process for orders usually begins one of two ways; Nine months prior to PRD Sailors call the detailer or look on JASS. That’s a pretty good start. Then if the billets on JASS are not what you’re looking for, you wait a month or two to see if anything “new” comes up. This is the wrong way to address this situation. The billets currently available on JASS are my top priority to fill and are usually not subject to change. I have the capability to see nine months out and provide the most up to date billet information on JASS to allow *you* to see what’s available and apply for a billet well in advance of your transfer date. This allows for orders to be written and gives ample time for you to properly prepare for a smooth transition to your next duty assignment. You should approach the orders negotiation and selection processes with an open mind, realizing that the tools available to you will reduce the stress associated with PCS moves.



There are shortages of STS’s on shore duty in paygrades E5-E7, primarily due to many people extending at sea to stay at their current geographic location. As we are a sea duty service, it stands to reason that the availability of sea duty billets are less than shore billets in a given location. When rolling to shore duty, there are less available options at your current duty station. There are many shore assignments available; however, all can enhance your career if selected at the right point in your career. Accepting an assignment to IMF Pearl Harbor or SIMA Norfolk, Va., can provide valuable experience regarding submarine maintenance and also allow time for off-duty education. Senior STS’s should impart their knowledge to junior STS’s at the various schoolhouses, or for a real challenge, the Combat System Training Teams, who are providing operational training on cutting-edge technology and equipment and honing the tactical skills of the *entire* Fleet.

We do our very best to match the desires of the Sailors and to keep the Fleet trained and operating at peak performance levels. If you have any questions, do not hesitate to call us.

*STSC(SS) Antonio Grilli
STS E5 and Below Detailer
PERS-403DL*

FT - Career Schools List Update

Happy New Year! What’s new? CCS MK2 BLK 1C and a Career Schools List (CSL) update. As I am writing this, a change to the CSL is in process, adding NEC 1314. If you have the 1314 NEC, you can be advanced under the STAR program. The one thing I want to stress is who can receive the 1314 NEC from the conversion course. Those FTs who have one of the maintenance NECs will receive NEC 1314 at graduation from the BLK 1C conversion course. FTs with the 1327 NEC will not receive the 1314 NEC after

graduation from the BLK 1C conversion course.

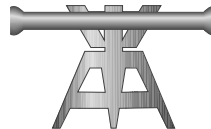
LAN Administration NEC – Information Systems Administrator (ISA), 2735 – Network Security Vulnerability Technician (NSVT), 2780 – Advanced Network Analysis (ANA), 2781. The perfect LAN Administrator would have NEC 2735, 2780 and 2781. As we launch into getting our first LAN guys on board each unit, this perfect fit is the exception vice the rule. We need to work together to get as many senior Sailors as possible trained as far as

possible before PCS. A Sailor attending ISA then ANA with no time in between

for practical application is being set up for failure - ANA is difficult. To help overcome the stress of getting everyone trained, please apply as much OJT as possible.

Thanks for all your support, and good luck in all your endeavors!

*FTCS(SS) Stanley Cox
FT Detailer
PERS-403DG*



YN(SS) - Stagger Your Rotations

Congratulations to our new first, second and third class petty officers. Fantastic job, shipmates!

PRD Management. Although I assign each member a PRD upon issuance of orders, it is each command's responsibility to manage PRDs to ensure a properly phased rotation plan. The ship's entire YN division should not be rotating within a three to six-month time frame. A good phased rotation plan would allow for the loss of at least one YN per year, but I know this is not always attainable. At a minimum, the PRDs should be staggered enough to allow six months between the loss of each YN. These losses should be based upon the member's current PRD. Waiting until the last minute to change a PRD to match EAOS may cause a billet to be gapped unnecessarily. Remember, shipmates, we detail in a nine-month window.

Shore Tour Extensions. I receive numerous calls on this issue, so hopefully I can clear up some misunderstandings. There is no such thing as an automatically approved shore extension. We are experiencing YN manning shortfalls ashore, but extending YNs on shore duty is not the proper resolution to this problem. For

each Sailor on shore duty, there's another at sea counting on a relief so that he can get a chance for his shore tour. New accessions, both new recruits and strikers, are key to improving our manning ashore.

*YNCS(SS) Wade Reynolds
Submarine YN Detailer
PERS-403EF*

SK(SS) - You've Got Questions, I've Got Answers

Is your PRD or EAOS approaching? Are you wondering what you should do concerning your next assignment? Do you need advancement advice?

If the answers to those questions are "yes," please call me. I can help you plan your career, enhance your chances for advancement and get the next assignment you want based on the billets available. If your EAOS is approaching and you intend to separate from the Navy having never experienced shore duty, please give me a call. Why not give it one more try? It's very possible that "the right billet" is available that will convince you to reenlist. Communication is the most important asset you have at your disposal. Let's work together to make the best assignment for you and our Navy.

Finally, if you have not attended HAZMAT school, which gives you a 9595 NEC, then check out this Web Site: <http://www.norva.navy.mil/navosh/coinfo.htm>.

As this course is currently only taught in San Diego and Norfolk, Va., most commands don't have the funds to send you; however, the Navy has created a mobile training team to address this reality. Check it out and sign up via the above Web Site when you see that the mobile training team is coming to your home port.

As always, I look forward to hearing from all of you. Keep up the great work out there!

*SK1(SS/DV) Steven Chmielewski
Submarine SK Detailer
PERS-403EJ*

MS(SS) - Filling The Tough Billets

I would like to pass along my personal thanks to all of you who have stepped up to fill those hard to fill jobs in Groton, Conn., and Kings Bay, Ga. As a result, both of these areas are beginning to pull out of the manning dive that they have been experiencing over the past year. At a quick glance, you can easily see on JASS that it has made a difference.



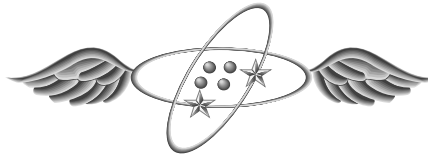
I know that I have beaten this point into the ground, but for the sake of those who missed it, it is very important as a submarine MS that, during your career, you try to become as well rounded as possible. On shore duty, this means that at least once, do a job that is out of the general shore arena. Examples include PQ MS, recruiting duty, recruit division commander, etc.

Continued on next page

AT - Get Ready for Changes Ahead

Changes are happening all over nowadays. Not just in the Fleet, but right here at Navy Personnel Command as well. First, a fond farewell to ATC(AW) Lariviere. He has transferred to USS JOHN F. KENNEDY (CV 67), and we thank him for the great job he did here at NPC. AT1(AW) Duncan reported from NAS Oceana, assumed the "A" and "C" school desk and has already made a significant impact. Our new detailers are eagerly looking forward to working with all of you. Give 'em a call.

The new BUPERS CD Rom is out, and the ENLTRANSMAN Ch. 8 focuses on GUARD 2000. This is one of the best retention initiatives we've seen in awhile. I encourage everyone to read up on this program even if you are not currently eligible. We are all essentially career counselors, and there is a lot of good information we can relay to the Sailors about program eligibility, forms submission, message format,



and most importantly, how to initiate a GUARD 2000 negotiation - calling your detailer.

ENLTRANSMAN 8.01 reads: "The GUARD 2000 assignment is the result of negotiations between the member and the detailer for a mutually agreeable assignment. All assignments must be to valid billets."

With our increased focus on retention, we try to approve every GUARD 2000. However, because some requests are received without the member first contacting their detailer, we are forced to recommend disapproval based on the above quote. Bottom line... regardless the number of years one obligates service, we can't put them where there is no billet. We receive many requests where members are not eligible for several reasons. First, members must be eligible for

reenlistment in accordance with MILPERSMAN 1160-030. Additionally, you must be a first-termer to waive PST. We've had first class petty officers with 15 years service request a PST waiver. Sorry, but we can't do that. If you are unclear of the eligibility requirements, contact your career counselor for clarification or refer to ENLTRANSMAN Ch. 8. Help us get the process streamlined and easy for everyone.

Times are lean in the AT rating, and we want to retain our quality Sailors. Don't squander your negotiation time waiting for the dream billet. Use your JASS applications to communicate your desires, and if you don't see anything you like, give us a call. When we are on detailer trips, we hear many Sailors say that they think we don't want them to call because we are too busy. Yes, we are busy...with your business. We are here to help you through the detailing process, and your telephone calls are important to us. We also have E-mail if that's easier for you. Our addresses are on our Web Site at <http://www.bupers.navy.mil/pers404/at.htm>, and in the back of this *LINK*.

Please keep your CCC informed of your intentions. They are your first point of contact and can answer questions concerning GUARD 2000 and other retention-related matters. Advancement numbers are up, SRB levels are high and retention programs are active. Study well for your upcoming rating exams and good luck!

MS - Tough Jobs, continued

At sea, this means going to both SSNs and SSBNs. As many of you know, we have far more SSNs than SSBNs with nearly the same manning requirements. As such, it's important that we spread our talent around. During any given JASS cycle, if I have one SSBN requisition and 10 SSN requisitions, I'll get 20 applications for the one SSBN and maybe one application for the fast boat. It's also important that you give me a second and third choice, just like a duty preference sheet.

Before you come into your nine-month detailing window, take a good look at the direction you want to go. Talk to people who have done those jobs, and apply early enough to get any screenings done. The time to decide that you want to go to the White House is not when you come into the six-month window.

If you run into a question you can't find an answer to (about assignments) give me a call or E-mail and I'll be glad to help you out.

MSC(SS) Jeff Garnsey
Submarine MS Detailer
PERS-403EG

AT1(AW) Garrison
AT E4 and Below
PERS-404CT

AE - How to Better Your Career

Sailors often ask me how to better their careers. Like many things in life, this involves personal decisions. I can give you generic career advice based on my own choices, and what I observed about those who advanced during my tour as a detailer.

A career is defined as “a chosen profession or occupation.” That in and of itself is our rating. What most of us want to know is, “How do I advance within my rating?” There are no set values to give you to guarantee rapid advancement. For pay grades E3-E6, the formula is as basic as it can get. Know your rate, and take the time to study, not only for advancement tests, but for what your current duty assignment requires you to do. This knowledge places you ahead of your peers. Take pride in your work, whether it is cleaning the shop or working the most difficult task. Quality work will get noticed. Make yourself stand apart from your peers and take the leadership role. Lead by example. Saying “it can’t be done” should not be in your vocabulary; instead, figure out alternatives to the situation. You must strive for the EP, since ranking is done across all ratings. Above all else, *do the right thing*. It may not be the easy way or easy thing to do, but everyone will respect you for it.

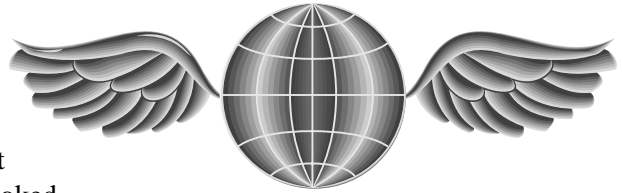
For those E5s and E6s planning on making chief petty officer, read this column closely. Reviewing the 92 records of those selected for CPO for FY01 reveals valuable information. First, break out on your evals. Command-wide breakouts held far more validity than depart-

mental rankings (i.e. EP 20 of 100 across the command meant much more than an EP 1 of 1 or 2 of 7 department breakouts). The board looked closely at the reporting senior’s recommendations for promotion, and qualitative block 41 (remarks about potential for future assignments). The reporting senior’s rank was not a factor.

Documented leadership is also crucial. Annotated supervision in numbers was closely scrutinized; participation and active leadership in major command-wide collateral duties was weighed much heavier than departmental duties. Whether or not you are an EP, ensure that your evaluation speaks for what you have accomplished during that reporting period.

Take the challenging duty and assignments. Many of those selected had overseas sea tours or had hard shore tours (i.e. recruiting and recruit company commander). These areas provide great leadership opportunities, and those who excel in these environments usually stand out and are noticed.

During whatever tour of duty you are on, do not miss an opportunity to get qualifications available to you. The board does not only look at what you have earned, but what you had the opportunity to earn and didn’t. For example, those on shore duty should be doing off duty education/correspondence courses; instructors should earn their MTS. For those on sea duty, EAWS/ESWS should be earned along with other shipboard/squadron qualifications



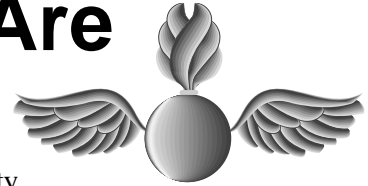
(i.e. damage control, safe for flight). For those who are on SEAOPDETs, while you are attached to the ship, ensure that you get whatever shipboard qualifications that you can.

I will end on this note. For all of you, the Navy is changing. Like the Navy, our rating must also change. It is likely that the AE rate and the AT rate will merge. We would likely be called AVs. There is no defined time line as of this date, but some indicators already exist. We merge at the E9 level, our C-7 school merged some 10 years ago, our ASVAB scores are identical and now recruits are no longer recruited as AEs or ATs, but are being recruited as AVs and sent to an open seat at either “A” school. Like the AT “A” School, the AE “A” School is gearing up for an “O” level and “I” level training track.

Be prepared for the inevitable. For those of you who would like to get ahead of the game, I urge you to take advantage of our AAIWSM C-7 course. We have approximately 24 seats per year, and many are going empty. If you are interested in going, please contact me and we can discuss this opportunity.

AECS(AW) Leyden
AE Rating Lead Detailer
PERS-404CE

AO - Go Where the Billets Are



We have touched on this topic in previous *LINK* articles, and since your career is such an important issue, it's time to cover this ground again. Career planning is extremely important and requires some looking ahead on your part. You should start thinking about your next assignment at least a year prior to your PRD. The first person you should discuss your career with is your command career counselor (CCC). Also, I recommend you discuss your career concerns with a few of the senior ordnancemen in your command. Find out what they did to keep the promotions coming. Call us here in the detailer shop, and we'll be happy to give you our opinion. Ultimately, the decision will be yours, and then nine months from your PRD it will be time to apply for the job you desire in JASS.

Presently, you will see that most of our junior paygrade shore duty is out west. This has been the situation for quite some time, and we do not see this changing anytime soon. The bottom line is that it is becoming increasingly difficult to stay in some of our Fleet concentration areas for a follow-on tour. As the Navy tightens up with base closures, base realignments

and outsourcing of shore duty jobs to the civilian sector, the billet availability in some areas is extremely limited. Many of you desire to homestead in Norfolk, Va.; Whidbey Island, Wash.; San Diego, Calif., or Jacksonville, Fla. These locations are very limited for follow-on shore duty assignments. Plan your future career assignment with this in mind. Don't limit yourself to one particular job in one area. Plan and prepare yourself and your family for a likely move to another geographical area. If this is understood ahead of time then the less likely it is that you, and if you are married, your family, will be surprised and disappointed at having to move to another area.

Shore duty out west is where our priority shore duty billets are. There are numerous unfilled billets in Fallon, Nev., and in California at China Lake and Lemoore. Please call the detailer shop anytime and we will be more than happy to discuss all options available to you. Stay safe!

*AOCM (AW/NAC) Joe L. Oswald
AO E7-E9 Detailer
PERS-404CR*

AB - Be Competitive for Advancement

Today's AB is surrounded with an assortment of job opportunities at sea, ashore and overseas. With the diversity in all our rates, we are offered several different career paths with excellent advancement. Always keep in mind that there are specifics we all must accomplish in order to keep ourselves competitive for future advancement and duty assignments. Some of these basics are: in and out-of-rate qualifications, specific job assignments and warfare designations. These are only a few, but they're very important to selection boards making decisions on who will be advanced and who will not.

As a third or second class petty

officer, one may feel that the advancement to chief or limited duty officer may be too far in the future for critical decision making when it comes to future command assignments. This could not be farther from the truth. Decisions we make today will determine the opportunities of our future. For instance, as a newly advanced second class petty officer wanting to seek further growth and development, one could find themselves eligible for the LDO program within four to five years, or for chief within a short six. So the decision to apply and accept a highly challenging career enhancing billet is very important (examples; Type 2 sea duty, overseas or an

isolated duty). Remember, a rewarding career in the Navy will enhance your quality of life early on. Increase your rating knowledge, take the challenging jobs, attend college and perform to the best of your abilities. There are no limits or boundaries for the elite AB!

I would like to introduce our new member of the AB Detailer Team, ABEC(AW/SW) James Kay, reporting from the "mighty" USS CARL VINSON (CVN 70). Look for Chief Kay's column in the April - June 2001 *LINK*. Go get 'em ABs!

*ABFC(AW) Fisher
ABF E1-E6 Detailer
PERS-402DE2*

AC - You Want to Show Growth

I'm often asked what career choices would be good if you want to remain competitive within the rating. While there's no career path that guarantees promotion, the more variety the better. You should show continual progress as a controller. Show that you can be a tower supervisor, CATCC/AATC supervisor, a FWS at an approach facility, an instructor (NATTC) and a branch chief. If you have to go back to a facility that you've been to previously, try to hold a different position. If you return to the same shore facility after sea duty and continue to be an FWS, you're not showing growth. If you must go back, try to get a branch. Remember, you want to show growth.

The stronger background a member has, the more competitive they'll be for a chief's selection board or an LDO selection board. If a member has only been to a tower facility and a couple of overseas duty stations, they're probably not going to be a strong contender.



If your only ship tour was right out of "A" school, you may want to consider returning to sea and getting your supervisor qualification. Merely surviving a sea tour isn't enough! But *always* get your warfare pin! Only 20 percent of all AC1 billets are on sea duty, so getting the LPO position at sea will be a challenge. Don't leave it to chance! Plan ahead and talk to your LCPO and detailer *before* you're in the PRD window (I would recommend about 18 months out).

There are no guarantees in life. The best advice I can give anyone is to do the best job you can wherever you go. Set your goals to get the highest qualification level available, as soon as you can. As the old Army slogan goes, "Be all that you can be!"

ACCM(AW/SW) A. C. Gohranson
AC Detailer
PERS-404DF

AS - Increasing Your Responsibilities

Whether you plan a six, eight or 20-plus year career, you are the primary manager of your own career path. What I'm talking about is your next assignment. Whether you rotate to sea, shore or overseas, it is still important to remember your performance in the billet you currently hold can make your next tour rewarding.

There are specific and challenging billets that let you gain experience and become more competitive for advancement. However, not all Sailors will get advanced. In fact, we only want to advance those who demonstrate potential. Increasing your responsibilities is your choice!

The career path of an AS should have variety. Not only does it enhance your knowledge, but it

maintains our required Fleet balance. Orderly career path and assignment rotation should follow a sea/shore/overseas billet assignment. Overseas billets are limited, of course, but it is sustained superior performance with a diversified career that is important to advancement. As per ENLTRANSMAN 3.025, members will be assigned to a variety of duty assignments in order to gain the experience necessary to advance and excel within their rating, and to equitably share any hardship duty that exists.

Assignments outside of the rate, such as recruiting and physical security, are indeed challenging and we do have billets for these positions, but I have to ensure our AIMDs/IM-4s afloat are manned first. The career path wickets you

choose for yourself are available to you and it will be your decision to make. There are opportunities in the shop; "jobs" that you can accomplish to gain a diversified career path. Some billets require more initiative than others due to their challenging nature.

Once again, *you* manage your career. Whether it is taking those easy, lack-of-responsibility jobs or the jobs that can be rewarding for you, the choice is yours.

Finally, increased responsibility is important, but don't forget the other milestones that can make or break a career: EAWS/ESWS, education, diversified career path (sea/shore/overseas), collateral duties, command involvement and sustained superior performance!

Continued on next page

AD - Being the Best at What You Do

Career planning begins at the earliest stage of your Naval career. Setting goals is a must to successfully map out a long-range plan for your success. Three key elements are needed to keep you on the track to advancement; sustained superior performance, diversification in assignments and leadership at sea. We are part of a unique organization that provides everyone a broad range of opportunities for the taking.

First and foremost, whatever job you take on, or are assigned to do, strive to perform to the best of your individual ability. The self-satisfaction will no doubt outweigh any commendatory comments you may receive from superiors. This in turn will exemplify superior performance on your part. Simply stated, *be the best at what you do*. Take on the tough assignments, and believe in your abilities. Often, Sailors are required to take assignments that do not always fall in line with their desires. This is the tough element of our organization; however, view it in

a positive manner and as a challenge. We all never get to go where we would like every time we negotiate for orders, yet the job needs to be done and we are ordered and expected to do it. A good mixture of overseas duty, staff duty, instructor duty and assignments to deployable ships and squadrons is necessary to keep you on track for advancement. Don't be scared of assignments to ships and carrier-based squadrons; this is where the rubber meets the road for the majority of our rate. Documented successful leadership at sea is the single most important accomplishment for Sailors in the E6/7/8 paygrades when being considered for advancement.

We now have, with the addition of the GUARD 2000 and funded split tour programs, more of an opportunity to assist with accommodating a Sailor's desires. Ensure you coordinate with your command career counselor prior to utilizing these two programs to ensure you

have all the information and qualifications necessary. One key element, which



needs to be focused on, is timing. All Sailors have three full months to canvass JASS and apply for billets. Unfortunately, billets in a geographical area desired by a Sailor may not be available during this three-month negotiation time frame, requiring the Sailor to apply for a billet in a different geographical area.

Remember, we are all Sailors tasked with the responsibility keeping the world's greatest Navy at the highest level of combat readiness 24 hours a day, 7 days a week, 365 days a year. When you raise your right hand and recite the reenlistment oath during your next reenlistment, pay attention to the words you speak. They are more than just words.

ADCS (AW) Mike Otten
AD E7/E8 Detailer
PERS-404DG

AS - Increasing Your Responsibilities, continued

AS -Career Path Wickets to strive for.

E9- Dept. LCPO/CMC/3M/ 8300 billets.

E8- Production Control Sup/ 8300/Div. LCPO/dept. manpower rep./command rep.

E7- Production Control Sup/ Div. CPO/Dept. 3M/SNAP coordinator/command rep.

E6- Production Control PO/ LPO/work center sup./instructor/ QA/SE Instructor/dept. rep.

E5- SE Tech/work center sup/ CDI/SE Instructor/issue & receipt/ welder/div.rep.

E4 & below- SE Tech/Qualifications to achieve: Tire/Wheel and Hydraulic Contamination/div. collateral duties

ASCS(AW/SW) Jada McWilliams
AS Detailer
PERS-404DJ

Help make
LINK
better!

Please take a
minute to fill out
the survey
on Pg.89.

PH - Career Avenues to Success

Throughout your Naval career there will be professional milestones that must be met to be competitive for advancement. Assignment selection plays a key role in meeting those milestones.

In planning your Naval career, you should have clear goals and current information on which assignments will fulfill your professional needs. I've included some general guidelines that should help guide your career, and help you become a well-developed Photographer's Mate.

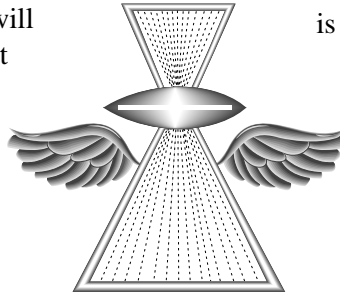
Emphasis is placed on developing and refining your photographic skills between the paygrades of E1 through E5. By the time you reach E6, these skills should be perfected and emphasis is heavily placed on leadership and management.

Don't be confused by these statements. We should all be looking to enhance our leadership/management skills at all times. However, you should be attending as many PH schools as early as possible in your career. Now is a perfect time to look toward applying for the Photojournalism/Video Production Specialist Program at Syracuse. It is also a good time to look hard at the Naval Air Observer Program (Our old aircrew program). Duty assignments should include billets that really challenge your photographic skills.

As you make rank and approach being eligible for first class, chief or LDO, you want to look at attending more leadership schools to include the Visual Information Management Course (VIM). Follow-on tours should include assignments that provide the opportunity to demonstrate your leadership and management skills, including White House duty, instructor duty, joint DOD billets and the Blue Angels.

Throughout your Navy Career, you will be faced with making decisions regarding your career path. Please don't take these decisions lightly. The path you decide to take will have a direct bearing on whether you achieve the level of success you expect by the time you close your career.

I hope I have provided some insight regarding issues to consider when you are negotiating follow on orders. The career path listed in the accompanying box



is by no means the only path, but it has proven over time to be among the most successful.

I look forward to working with each and every one of you.

*PHC(AW/SW) Thomas Coffelt
PH Detailer
PERS-404DL*

Years	Rank	Duty/Job Description/Quals
30		Sea tour (42 months) CMC program, senior enlisted advisor at DESRON, air wing command, CV/CVN, combat camera or fleet imaging detachments.
		Shore tour (48 months) CMC program or senior enlisted advisor at NAS, DINFOS or fleet imaging.
		Sea tour (42 months) CMC program, senior enlisted advisor at DG/CCN or combat camera.
25	E9	Shore tour (48 months) Branch/Dept. LCPO, senior enlisted advisor at DINFOS, fleet imaging or joint DoD command.
20	E8	Sea Tour (42 months) LCPO Leadership Continuum (2 weeks) Student, Senior Enlisted Academy (9 weeks) LCPO, Div. LCPO or Team Leader on CV/CVN, LCC or at combat camera.
15	E7	Shore tour (48 months) CPO Leadership Continuum (2 weeks) Instructor/Supervisor/CPOIC/Workcenter LCPO at DINFOS or fleet imaging.
10	E6	Sea tour (48 months) LPO Leadership Continuum (2 weeks) Student, "C" school for NEC 8133/43/44/47/92/93. Workcenter LPO on CV/CVN/LPH/LHA/LCC/AS/VF sqdn, or at combat camera.
5	E5	Shore tour (48 months) Student, "IT" School for NEC 9502 (4 weeks) Instructor, workcenter supervisor at DINFOS, fleet imaging, media center.
1	E1-E4	Sea tour (60 months) CV/CVN/LHD/LPH/LHA/VP or VF sqdn. Qualify ESWS/EAWS.
	E1	Basic Training/PH "A" School (20 weeks)

PR - Are You a “Self -starter?”



What are you doing today? Career wise, that is. Are you prepared to take the advancement exam? Don't wait until the last minute to study. Get your bibliography for advancement now—start studying *now!* See your Education Services Office, or download your bibliography from the Chief of Naval Education and Training (CNET) Web Site at <http://www.cnet.navy.mil>.

Besides studying for the exam, what else are you doing to make yourself competitive for promotion and job recognition? Be motivated, be a self-starter and trust me, the promotion recognition will come via evals and personal awards. What is a self-starter, you ask? It's the Sailor who looks at the workload schedule, asks the LPO what work needs to be done and looks for things within the command that can be improved. It's the Sailor who volunteers and stays

busy without constantly being told what to do—that is the self-starter. It's the Sailor who stays knowledgeable and proficient in their rating—that is a self-starter. It's the Sailor who keeps their uniform squared away and passes barracks inspection without having to be beat over the head—that is the self-starter. These are the Sailors who will promote and move up. If you're not a self-starter, get on board soon or move over, because you're going to be passed!

Did you know? We have riggers serving in a wide variety of assignments. In addition to our “normal” billets in squadrons and AIMDs, there are PRs serving in SEAL Team and EOD support billets, water survival instructor, physical security, recruit training command instructor, recruit division commander, NAVLEAD instructor, DAPA and Navy recruiter. Now admittedly, I cannot guarantee a

particular billet will be available when you're up for orders, but that special billet is something you can request and work toward in your career. Chances are very good you'll get what you strive for if you show motivation as a self-starter, and your command recommends you.

Advancement opportunities continue to be good. As of Oct. 1, 2000, there are a total of 1,346 PRs on active duty. There are 1,480 billets authorized, which results in a deficit of 134 people in our rating. This means advancements will continue to be good. As previously mentioned, keep yourself motivated and competitive.

Contact us early. Don't forget to see your career counselor, and contact PR1 Sperry or I as soon as you're in the nine-month detailing window. This doesn't mean you must choose orders right away; you still have three months to negotiate. But calling early will let us know what you're looking for, and it gives you the best variety of assignments to choose from. Even if you're leaning toward separating, take a look at JASS and give us a call to talk about it. We want to work with you and ensure you make the right decision – stay Navy!

*PRCM(AW) Larry Zavada
PR E5-E9 Detailer
PERS-404DM*

AZ - The Right Choices

Shipmates, I am AZC(AW/SW) Angela L. Steiert, the newest member of the AZ detailing team. I've assumed the duties of the AZ E5 and Below Detailer from Senior Chief Dawson. I have just completed a tour onboard the USS CARL VINSON (CVN 70), and just coming from the Fleet I have seen the problems faced by AZs (too many to list). I need you to step up and take the challenge. I look forward to helping you make the right choice for a successful career.

AZCS(AW) Michael Dawson is taking over as AZ E6 through E9 detailer. He'll replace AZCM(AW)

Steve Spence who is transferring to the USS GEORGE WASHINGTON (CVN 73).

Now lets talk about AZ career paths. The enlisted community managers (ECMs) provide current news, statistics, briefs and sea/shore requirements for developing a career path. This information can be found at <http://www.bupers.navy.mil> under “Community Managers.”

Again, we looking forward to working with you. Give us a call!

*AZC(AW/SW) Angela Steiert
AZ E1- E5 Detailer
PERS-404DK1*

Wanted - P-3/E6 Flight Engineers

Want something new and exciting? Currently there are several Aircrew programs that are wide open. There are openings for the flight engineer program (both P-3 & E6 platforms) and the E6 reel operator program. Let me touch on a couple advantages of volunteering for the Naval Aircrew program.

CEFIP, or Career Enlisted Flyer Incentive Pay. Once you are in the aircrew program, you automatically receive Flight Pay. Should you want to take a break between aircrew assignments and take a tour as a ground-pounder, this program allows the career aircrewman the flexibility to take a non-flying billet and not get penalized. Thus, you will still get your Flight Pay during these non-flying tours.

Advancement. Aircrewman (contrary to popular belief) normally advance at a faster rate than the normal rated person. (Two points are

awarded toward the advancement exam for Naval Aircrew wings).

Travel. Where else or better yet, who else is going to pay you to fly around the world, stopping at remote sites?

SRB. Currently NEC 8251 (P-3 Flight Engineer) is getting a level 2.0 for Zone A and 3.5 for Zone B. Zone C is under review. NEC 8235 is receiving 2.0 for both Zones A and B.

SDAP (Special Duty Assignment Pay) is currently \$75 per month for the P-3 Flight Engineer.

Preparing Your Package. This is very easy and once completed, should be mailed to your *current* rating detailer (fax a copy prior to sending the original). This allows your rating detailer to evaluate the package prior to routing. Source detailers try very hard to approve every package that meets requirements. These documents will need

to be included in your package:

1306 requesting the flight engineer/reel operator program (if applying for the flight engineer program please specify your first and second choice of platforms, i.e. 1. P-3, 2. E6. This *does not* guarantee a platform, although I'll do what I can to get you what you want, provided it's available at your PRD).

Class II swim qualification.

Full Flight Physical. Ensure block 77a of the physical form is checked and signed by a Naval flight surgeon.

Evals 3.0 or greater, with no NJP or PRT problems within the last three years. Include copies of your last two evals.

ASVAB scores.

AR+GS+2XMK>196.

AECS(AW/NAC) Saylor
P-3/E6 Flight Engineer/Reel Op. Detailer
PERS-404EH

TACAMO - Aircrew in Oklahoma

This *LINK* article highlights the aircrew in the TACAMO (Take Charge and Move Out) community! Not everyone knows of the Navy's two squadrons located at Tinker Air Force Base, in Oklahoma City. The squadrons are VQ-3 and VQ-4, which fly in support of our strategic triad. The squadrons fly the Navy's E-6B Mercury.

There are four aircrew positions that are currently manned in the E-6B platform: flight engineer (FE), reel operator, in-flight technician (IFT) and communication operator. The squadrons deploy from Tinker AFB to various spots

throughout the world. The mission is very important and demanding. The squadrons fall under Commander Strategic Command Wing ONE, also located at Tinker AFB.

The TACAMO community is in need of highly motivated aircrewmen to fill these positions. The training pipelines for these positions are three to 12 months in length and train our best and brightest to operate the E-6B Mercury.

Training times are: flight engineer, 12 months; in-flight technician, 12 months; comm operator, six months; and reel operator, three months.

The source ratings for the aircrew positions are: flight engineer, AE, AD and AM; in-flight technician, AT; comm operator, IT; and reel operator, AD, AE and AM.

If you are highly motivated and have a desire for a flying career in the Navy, the TACAMO community can use your talents. If you are source-rated for the Aircrew program, you should contact your rating detailer one year from your PRD to inquire about eligibility and minimum requirements to become a Naval Aircrewman.

Continued on next page

AW - Managing Our Careers



The theme of this issue of *LINK* is your career. The AW rating, much to the surprise of many, is alive and doing quite well. As you can see from the headline, I have underlined the word “our” for a reason. In the course of my tour here as your detailer, it seems we as AWs too often say and consider the Navy and the rating as “theirs” instead of “ours.” The rate is ours and every AW should take ownership and consider it *theirs* in order for us to advance and progress in *our* Navy. Well, enough of the soapbox, lets get down to brass tacks. Many changes are taking place that will effect everyone.

The biggest change to take place is the CEFIP (Career Enlisted Flyer Incentive Pay) program, which is almost identical to the officer plan. We are required to meet gates that will be tracked in months of flying that accrues while a Sailor is assigned to a DIFCREW billet. All AWs will now receive two kinds of orders; the first is the standard DIFCREW orders, which mean a member is assigned to a flying billet that requires the member to fly. The second set of orders is DIFDEN orders, which means a member is in a flying billet that does not require them to fly. As of this writing, we are in the process of drafting a policy statement to fully explain what happens if a member fails to get the required flight hours while in a DIFCREW billet. The bottom line is that I have never seen an officer lose flight pay. Therefore, we will not be taking pay back from enlisted either.

TACAMO, continued

The Aircrew program is an exciting, fulfilling and very satisfying career path. If you have the motivation and desire to excel, the Aircrew program is waiting for you. Come join the Sailors and aircrewmembers of the TACAMO community...it is an ***adventure!***

If you are a Naval Aircrewman and know of a motivated ground technician in your platform that would make an asset to our community, talk with them about the Aircrew program. If you need assistance, please call me and I will work with the individual and the command to help the Sailor make a smooth transition. Until next time.... Fly Navy....Go Aircrew!

AVCM(AW/NAC) Marc T. Olson
IFT/EWOP/RM Detailer
PERS-404ED

All those commands that are having problems with the system threatening to take pay away, please call me so I can resolve those situations ASAP. There will be new SRB numbers due out soon that should make many in the rating very happy. Also, advancement numbers should continue to improve. A large number of senior people are retiring, so for those looking to promote, the next two years should provide excellent opportunities.

“And now, for the rest of the story.” As you come into the window for orders, please try to remember some of the following when your number one choice is not available: (1) Jacksonville, Fla., is not the only place that the AW rating has billets; (2) San Diego is not the only place the AW rating has billets, and (3) Brunswick, Maine, and Whidbey Island, Wash., are not the only places the AW rating has billets. Change can be a very positive thing in an AW’s career, so don’t be afraid of it.

We need to remind everyone that you need to be under orders six months from PRD, vice the old three-month window. At the six-month point, we consider you to be at the EDWIN (enhanced detailing window) point. Upon achieving EDWIN, we are required to have you under orders, except for someone with extenuating circumstances. Remember, the sooner you contact us with your desires, the better the chances we can accommodate you.

The following is a list of AW rating updates:

- We are still undermanned in the following NECs: 7815/46/76.

- We’re paying *top dollar* in SRB for those NECs.

- If you call AWC Bethune or me and have to leave a message, please leave your SSN so we can look you up before we return your call. AWC(AW/SW/NAC) Bethune’s relief, AWC(AW/NAC) Corey Hunt, has checked on board. He is an HS/SAR kind of guy; they are in the process of doing turnover. I’d like to wish AWC Bethune “fair winds and following seas.” He will be accepting a commission as an Ensign in the LDO program. AW2(AW) Ball is onboard full time as our CEFIP and “A” school order writer. Hope you all had a safe holiday season. As an old friend of mine used to say, remember, “Keep your feet dry!”

AWCM(AW/NAC) S.P. Fishbein
AW E7-E9 Detailer
PERS-404EC

AME - "How do I Select for Chief?"

Of the 113 AME1's that were selection board eligible for FY01, 34 were selected. This equates to a 30 percent advancement rate, up from 24 percent in FY00. Twelve were selected from shore duty and 22 from sea duty. The average time in service for last year's AME selectees was 16 years, 5 months. The most senior AME had 19 years, 6 months, and the most junior-selected AME had 10 years, 10 months. Five who were selected had an aircrew background, while 27 had sea time while deployed in carrier air wing squadrons. Two were solid P-3 maintainers for their whole career.

Of the 27 with afloat time, nine had forward deployed time. Sixteen selected were qualified to release aircraft "Safe for Flight." Twelve were ranked number one on the last evaluation cycle prior to the board convening. Twenty-seven rated an EP on their last evaluation cycle, the remaining seven were rated MP. Over half had done time as a quality assurance, line division or maintenance dept. LPO in addition to having run the AME shop. There were three who had recruiting experience, two with recruit division commander tours and 10 with Instructor MTS qualifications. Some had college, others did not. More than half had a major command collateral duty such as retention team, command DAPA, command financial specialist or watchbill coordinator. All were warfare specialists or designated aircrew.

As you can see by the numbers, consistently high evaluation marks, demonstrated "at sea" leadership, diverse assignments such

as line, maintenance and QA LPO billets, and being designated to release aircraft "Safe for Flight" were the common denominators. Key involvement by those selected in successful command inspections was also prevalent.

Those on shore duty excelled in a special program, got high marks in the RAG outfit or were MTS qualified at the end of their instructor tour. Putting all of this together does not necessarily mean you have what it takes. You must be able to demonstrate to the chain of command your ability to accept increased responsibility, and the willingness to train and advance those junior personnel assigned to you.

Develop a strong career plan and seek guidance from your division, command and maintenance master chiefs on what path to take. Once you have demonstrated your technical proficiency as an AME LPO, you must show growth in a billet that will increase your com-

mand involvement on a larger scale. With everyone aspiring to get these billets, you may have to plan and express your desires to your chain of command to be assigned these jobs. With them comes increased leadership, responsibility and accountability. The most noteworthy one is gaining the confidence of your MMCPO, MO and CO for the "Aircraft Safe for Flight" designation.

Only a small percentage of AME's make chief their first time up. The majority have to go up several times before being selected. Don't give up! Go for the hard jobs, do your best, and always strive for a higher standard of excellence by improving yourself and your command. The rest will fall into place. Until next time, stay focused, keep 'em up and keep 'em flying!

*AMEC(AW) DeRitter
AME E1-E7 Detailer
PERS-404EK*

AMS - Use Your SRB

Hello, I'm AMS1(AW) Phelps. I am relieving AMSC(AW) Klinger as the E4 and below and "A" school detailer. I would like to thank Chief Klinger for the outstanding passdown and the wealth of knowledge he has passed to me. I am reporting here after completing an incredibly rewarding adventure with HSL-51, forward deployed to Japan.

Since checking in, I have come to realize that right now is the perfect time to be a first-term AMS. Advancement potential is outstand-

ing, and the SRB is at 3.0. What does this mean to a first-term AMS? It means that an AMS3 reenlisting for six years could get up to \$26,049. That is a pretty good chunk of change. If that isn't enough to make you want to stay Navy, check out the GUARD 2000 incentive. The same six-year obligation that earned you \$26,049 can also get you your choice of the available billets or waive up to 18 months of sea duty.

Continued on next page

JO/RP - What Will Make You Better

Greetings from your detailer. I have been on the job for about nine months now, and can honestly say that this is the most challenging job I have ever had. I have found that for the most part you are willing, and in many cases anxious, to do what you need to do to have a successful and fulfilling career. I think that for both ratings I can outline a few items that both will need to get advanced with and ahead of your peers. You are dedicated professionals, and it comes through in the manner with which you communicate with me.

If you have made third class, then start planning for your chief's board.

Go to sea. Get a variety of sea duty. For JOs, that means haze gray, broadcasting, print billets and overseas. For RPs, that means both haze gray and Fleet Marine Force. Don't call me with, "I don't want to go to sea." It isn't fair to whoever has to carry your weight.

Get the qualifications. If you go aboard ship or serve with the Fleet Marine Force, get your ESWS, EAWS, SCW, FMF or Master Training Specialist qualifications.

Take the challenging shore duty. Look for that leadership job. For JOs looking to break out, take the hard independent duty to prove you can function independently, and vary that with large public affairs offices

to display your leadership potential. For RPs, consider the large base chapel programs. These are available on both the blue and green sides.

Education. Never miss the opportunity to learn something, both through professional experience and through off-duty education.

Sustained superior performance will never be replaced by anything else. Wherever you go, you can and should make your mark. Leave a place better than it was when you arrived.

All of these factors will only become relevant when you decide to have a career, or if you are self-motivated to be the best that you can be, no matter what you decide to do for a career. Don't fail to excel because you plan to get out at the end of your enlistment. What you will find is that if you change your mind, you will have to work so much harder to break out from your peers who've worked hard all along. Do not look for things that will "give you points," look for the avenue that will make you a better Sailor and professional. The points will follow.

*JOCS(SW) Suich
PERS-405CF
JO and RP Detailer*

AMS - Use Your SRB, continued

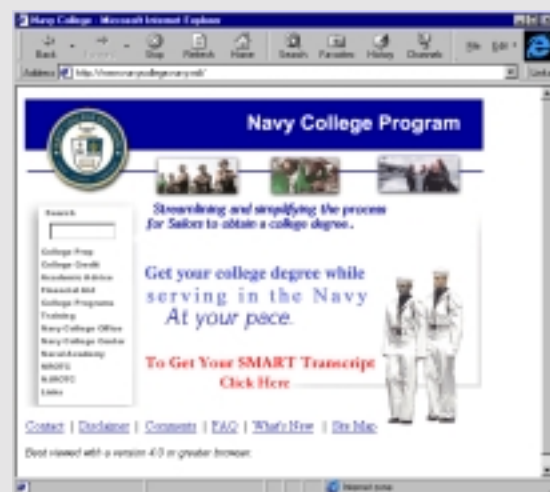
You can find all the details for GUARD 2000 in NAVADMIN 083/00, or ask your CCC.

I challenge all of you to take charge of your career. Be familiar with your PRD, and start negotiating for orders nine months out. If you want to extend on sea duty, get your request to us 12 months prior to your PRD. Take advantage of all the incentives and educational programs the Navy has to offer. Keep yourself informed, plan ahead and use your CCC.

I am happy to be here and look forward to serving the AM community. If you have questions, just give me a call or E-mail. So until next time, work hard, play hard, watch out for your shipmates and be safe!

*AMS1(AW) Phelps
AMS E4 and Below/"A" School Detailer
PERS-404EJ*

College credits for your Navy experience.



<http://www.navycollege.navy.mil>

YN - Think Forward Deployed Units

Do you want to progress in your career? If you said "yes," you need to look at your next duty assignment not as how it will help you reach the next pay-grade, but the one after. If you are an E1-E4, look at billets that will make you a good second or first class. As a YN2, look at those billets that will make your record look good before the chief's board.

As yeomen, we are in a unique situation where we are stationed at commands all over the country and throughout the world. While everyone wants to stay in Norfolk, Mayport or San Diego, that might not be the best career move. Moving to different locations throughout the world shows advancement boards that you are willing to go where the Navy needs you, plus you will fill some very interesting billets. While everyone does not want to go to Nebraska and be stationed at a joint command like STRATCOM or a command in Washington, D.C., these are both very good career moves.

If you are eligible for sea duty, look at going to a forward deployed unit. Advancement rates for Sailors stationed on board sea duty commands in Japan are excellent. If you do not have a warfare qualification, make sure you go to a command where you can earn a warfare pin. Remember, if you had the opportunity to earn a warfare pin and did not, you will not be eligible for advancement.

This is your career. You need to make the decisions that are going to help you along your career path. If you have any questions, feel free to contact your detailer anytime.

*YNCS(SW) Hoyt
YN E7-E9 Detailer
PERS-405CD*



YN - Become a Flag Writer and Start a New Career Progression

If you're a yeoman, E5 or above, and are looking for a challenge, consider becoming a flag writer. A flag writer is a specialized yeoman assigned to the personal staffs of flag officers, Senior Executive Service (SES) civilians and in some cases, joint and foreign officers.

After earning the 2514 NEC through successful completion of the five-week YN "C" School in Millington, Tenn., a new flag writer is ready to begin negotiating for an assignment with a flag or general

officer. Flag writers use every skill taught in the flag writer course to effectively manage their front office. Once assigned to a flag or general officer, a flag writer's career will begin to follow the career progression path. Flag writers do not use the JASS system and do not fall into the nine to six-month negotiation window. Sea and shore rotation is not a consideration in the career path of flag writers until they decide to return to the regular yeoman community. It is, however, important for a flag writer's career to show a

steady progression of assignments including shore duty, sea duty, joint duty and overseas assignments.

If this community sounds interesting to you and you are ready for a real challenge, please call or E-mail me for more information.

*YNCS(SW) Darwin Brown
Flag Writer Detailer
PERS-405CD5*

Enlisted Community Managers and Technical Advisors have their own section in *LINK*. Be sure and check the front of this issue for important community information.

PN - Know Your GUARD 2000 Options

Congratulations to all of you who were recently selected for advancement.

Professional Information.

NAVADMIN 026/00, updated prescribed sea tours and normal shore tours, changed all PRDs effective Jan. 26, 2000. There is some confusion with this NAVADMIN concerning effecting the change to your PRD. A sentence in the third paragraph of the NAVADMIN states PERS-4 is authorized to adjust PRDs based on the senior paygrade for Sailors who are advanced in grade during their current tour. To clarify: PERS-4 (i.e., the detailers) has authority, but it is not a blanket approval, and this only pertains to the process on effecting the PST/NST changes effected by this NAVADMIN. This is not a change to how PRDs are adjusted. We are not adjusting PRDs after each cycle. PRD changes and requests have not changed from

what is contained in the ENLTRANSMAN. If you have any questions concerning this, contact PNCS(SW/AW) Southall.

We've received many GUARD 2000 reenlistment requests, and have been very successful in granting most requests. However, coordination is the key to this success. If you are interested in using a GUARD reenlistment, please call or E-mail your detailer first to discuss options at least nine months prior to your PRD or EAOS. As our Navy focuses on retention, watch for new programs to become available.

We receive calls requesting information about career enhancing tours. Most selection boards brief that members were most competitive when they achieved sustained superior performance. Warfare designators continue to be an important part of an individual's career development. If you do not have a warfare designator, your next

sea assignment should be to a command where a designator can be earned.

Wherever you go, do your best, and take on collateral duties to show your support and involvement in the command. Versatility in assignment is also important. Personnelmen have a wide variety of assignments that are available to them, including recruiting support or classifier billets. These could be very rewarding tours of duty with many different benefits. If you have any questions, please call or E-mail us about the different available locations, or have the command career counselor pull the 2612 billets down in JASS.

Communication is the key! Let us know what we can do to better assist you.

*PNCS(SW) Hurt
PN E7-E9 Detailer
PERS-405CE*



DM/LN/NC - Every Choice You Make Can Impact Your Career

What do I need to do to advance? This seems to be one of the most popular questions asked in the Navy. Although numbers have increased in most ratings in the last few exam cycles and boards, advancement is still very competitive.

At the E4 through E6 level, cutting a good score on the exam is what is going to put you over the edge. In the selection process to chief, some of the factors that are breaking Sailors out with the

advancement boards are documented leadership, deck time at sea as a leading petty officer, EVALS/FITREPS (how you break out in the numbers) and steady sea/shore rotation. You also need to keep in mind that it can take up to five years to recover from any documented adverse performance, such as PRT failure and NJP.

The bottom line is E5 and below need to devote a lot of time to the books, but also keep in mind,

along with E6s, that every career choice you make, regardless of paygrade, can impact your selection to chief. Select those duty stations early that are going to help break you out among your peers. Make the right choices early so you aren't asking the question, "What do I need to do to advance?"

*LNCS(SW/SCW/AW) Connie J. Cox
DM/LN/NC Detailer
PERS-405CG*



SM - Qualified for a Career Change?

Hey, flags! In keeping with the theme of this issue, let's talk about career progression.

First and foremost, you must have a successful initial sea tour. Whether you are an "A" school grad, a conversion or a striker, there are a few key milestones that must be reached. Get your ESWS/EAWS pin. You will not qualify for challenging shore duties without it. Secondly, knock out all the qualifications you can (most of which are pre-requisites for your warfare pin anyway!). Pay special attention to the out-of-rate qualifications (Navigation, DC, 3M, etc.). With all the merger talk going around, you need to be ready and qualified to make a major career change!

When you are ready for your first shore tour, don't go for the easy jobs. If you plan on wearing khakis someday, you need to start on the path early and stay there. Recruiting, RDC and overseas duty are all jobs that will keep you on the right path.

Finally, it is a must to keep your command career counselor (CCC) involved in the process. You should be receiving an incentive interview 12 months prior to EAOS/PRD. That is the time to set yourself up for your next duty station. Feel free to call me as well, but not

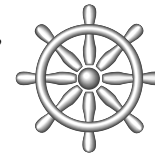
before you've given your CCC a chance to evaluate your options and recommend a course of action. That's why they get the big bucks!

*SMC(SW/AW) Matous
SM Detailer
PERS-405DD*

QM - Education is Priority

I am QMC(SW) Frasier, your new QM E1-E5 and "A" School detailer. I'm reporting aboard from USS MILIUS (DDG 69), and am looking forward to talking with each and every one of you.

Since reporting aboard, I've realized that communication is the key to successful detailing for both of us. Communicate with me as often and as early as you like. However, your command career counselor is a vital link between both of us. Using their expertise is to



your advantage. So, communicate with me, but keeping your CCC informed will make it easier for both of us in your detailing process.

When you finish your sea tour, the best thing that you can do to further your career is to go to recruiting duty or become a recruit company commander. No matter where you go for shore duty, make it challenging. College education makes you a better Sailor, and should be a top priority. If you want to stay in your present area but there is no shore duty available, re-touring to sea duty for a minimum activity tour may be your only option.

For those of you just finishing up shore duty, you may want to think about going to a pre-commissioning unit or a forward deployed unit that will greatly enhance your career and provide new challenges.

Again, the key to successful detailing is early communication and knowing your options. Talk to your CCC and me to make your next assignment a true win for you and the Navy.

*SHCS(SW/AW) Patrick E. Alamillo
SH E6-E9 Detailer
PERS-405ED*

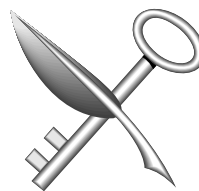
*QMC(SW) A. Frasier
QM E1-E5 Detailer
PERS-405DE1*

SH - New Detailer

Hello, I'm SHCS(SW/AW) Patrick E. Alamillo, reporting from USS KITTY HAWK (CV 63) in Yokosuka, Japan. As I assume duties as a detailer, it is my goal to be responsive to your needs and meet the Navy's goals as well.

Always include your career counselors in your plans as you move on to your next assignment. Feel free to contact me with any questions or concerns you may have on your career path and future assignments, as early as 12 months

before your PRD. I wish SHCM(SW) Lara all the best as he prepares to move on to the USS FRANK CABLE (AS 40). He has done a magnificent job for the SH community, and I will do my very best to continue providing the same level of service he provided to us.



MA - Mastering Time Management

We hear it over and over, “What do I have to do to get promoted?” Sometimes detailers wonder too! Because we review career assignments and EVAL/FITREP history each time we talk to Sailors, here at least is the view from the MA detailer desk.



Impressively, some MAs have been on sea duty their whole career! They're willing to move away from their current location to where the Navy needs them, alternating between ships and overseas sea duty. Rest assured we do our best to help these hard-chargers get the follow-on orders they want, especially if it's to another sea duty assignment. Unfortunately, there are also a few MAs who have never been to sea. Promotion boards will take note of both!

Besides negotiating for an NEC driven billet, you also have control of other promotion aspects; the most important is time management. We all have the same 24 hours in a day. If you struggle with advancement exams, take leave two weeks before your next exam and study! Between exam cycles, take a college English class to improve your reading comprehension skills.

Time management also includes the kind of command/departmental collateral duties you volunteer

for, as well as devotion to family and community service. Choices have consequences. That's never more apparent than when MAs negotiate for orders. Far too many prefer geographic location instead of taking a challenging billet assignment. Reasons most often cited include spousal employment, home purchase and part-time job. It's a matter of priorities.

No one serves solely for the money, but increased pay and responsibilities are the main benefits of advancement. All eligible Sailors are encouraged to apply for any commissioning programs they're eligible for, in addition to their normal enlisted progression path. Promotion boards continue to stress that sustained superior performance at sea is the number one factor for promotion.

If you're on sea duty now, stay! If you're “stuck” on shore duty, consider terminating to get back to sea! Those MAs we see most often promoted are serving in back-to-back sea assignments.

*MAC(SW/AW) Marc Owins
MA E7-E9 Detailer
PERS-405DF*

MS - Apply for Schools the Right Way

Requesting a reenlistment or extension? Trying to get that school or duty location you've always wanted? How about special programs? What about that pre-com ship waiting for you to bring her to life? Requesting to stay past your high year tenure (HYT) and need a waiver? If you answered “yes” to any of these, the Enlisted Personnel Action Request, NAVPERS 1306/7, is still the best mode of communication to get your question through your chain of command and to the detailer!

When completing the 1306/7, please be sure that it is filled out

correctly and completely. Some common errors are empty EVAL blocks; the “relief required” at the bottom of the form not filled in or authorized gap and dates missing; and finally, no signatures from the member or the commanding officer. We also receive 1306/7 requests that the service member doesn't qualify for. Please consult with your command career counselor and the Enlisted Transfer Manual for guidance to ensure that your request is properly filled out, prior to submission to Navy Personnel Command. Improperly completed requests take extra time to process,

and may result in disapproval due to noncompliance with the current NPC policies.

We would like to welcome MS1(SW/AW) Andrews, reporting from USS DECATUR (DDG 73) in San Diego. He has assumed the duties as MS E1-E4 Sea Duty and MS “A” School Detailer. Petty Officer Andrews is looking forward to processing your 1306/7 requests and working with all his “ship-mates” during this very exciting tour at NPC!

*MSCM(SW/AW) D. Benoit
MS E7-E9/Lead Detailer
PERS-405EC*

PC/LI - Prepare for Exam Changes

Congratulations to all of the new petty officers and strikers who have earned the PC designator. Some of you will be completing your present tours soon. It is important that as soon as you are in your detailing window, you start checking out JASS with your career counselors, or go to the view-only JASS available to all Sailors via BUPERS Access at <http://www.bupersaccess.navy.mil>. If you use the view-only JASS, you'll be able to see what billets are available, but you'll still have to submit your application for your next job through your career counselor.

The detailing window is the period when a Sailor is between nine to six months out from their projected rotation date (PRD). This is your opportunity to negotiate for orders. If during the nine to six-month window no orders are negotiated, once the member is six months from PRD the detailee is authorized to issue PCS orders in accordance with Fleet balance and MCA priorities. I want to help each and every Sailor in both the PC and LI community select their next set of orders, so prepare ahead as you approach your detailing window. If you

have a change in status, i.e., EFM, newly married, number of dependents, etc., contact me even if you have not reached your negotiating window.

I encourage all PCs and LIs to read NAVADMIN 189/00, as Final Multiple Score (FMS) computation for E4 through E6 was revised to more evenly balance the three factors of knowledge, performance and experience used to rank candidates for advancement. This change was implemented for the September 2000 advancement exams. Also, all advancement exams will be modified to increase the emphasis on professional military knowledge. The military knowledge section will vary in size depending on the pay grade of the exam. The goal for this implementation is 2002.

As always, I am available to answer any questions you may have when considering transferring to your next command.

*PCC(SW) Otilio Santos
PC/LI Detailer
PERS-405EE*

SK - Share Your Successes

Hello from Millington. I am SKCS (SW) Barrera, and have recently relieved SKCS (SW) De la Cruz as the E7/8 and Lead SK Detailer. Shipmates, it is truly an honor to be here on your behalf. Remember, I am here to work for you!

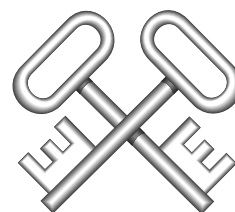
As I received my turnover during the past month, my first area of concern is our present sea manning! The time to step up to the plate is now. For those of you who have, I applaud you. Given the highly competitive nature of our rating, the combination of sustained superior performance at the most challenging sea duty billets provides the best possible opportunities for advancement! There is no magic formula, it's that simple!

I would like to take this time to congratulate the recently selected chief petty officers. I challenge you with this goal: Take a minute to catch your breath and reflect on your accomplishments, for they are truly noteworthy. But take the time to seek out and share your successes with every storekeeper in the Fleet. Make the first move to de-brief them and let them know what it

takes to get to the "exalted" position you are now in. You owe that to every junior SK you come in contact with. Encourage them to think out of the box, and get them the answers they deserve. Share with them stories of the hard work and dedication that inspired you. Believe me, they will listen. More importantly, solicit their patience. You are the walking example. Welcome to the CPO mess! Now, be "The Chief!"

Lastly, I would ask all storekeepers, both junior and senior, to plan your career now! Take advantage of what the Navy has to offer. If you have a better way of doing business, inform your chain of command; they are listening and always need your input. Invest the time needed to diversify yourself within the Supply Corps community. Pursue duty that will enhance your career and set you apart from your peers. Communicate with your detailers! We are in a constant state of change here

Continued on next page



AK - Answers to Common Questions

In my first three months as the AK E4 and Below Detailer, I have learned many things about enlisted distribution processes, retention, manning issues, and most importantly, career opportunities. During this short period of time, I've received lots of calls and E-mails from our junior Sailors about several programs, including GUARD 2000 and split tours.

Frequently asked questions (FAQ's). When in the negotiating window or PRD, questions include: How and when can I use the GUARD 2000 program? Am I eligible for GUARD 2000 or a split tour? What do I need to do to apply for any of these programs? Do I need to send a NAVPERS 1306/7 or a message? What are my chances in getting selected for the billet I applied for if I use any of these programs? The list can go on and on and on with more questions.

Let me take a quick moment and explain the eligibility require-

ments needed by first termers on any of the above programs.

According to the Enlisted Transfer Manual, a first termer is defined as a member in paygrade E6 or below who is not in their second or subsequent enlistment, i.e. less than six years of service.

For funded split tours, you must have completed at least 24 months at your sea duty command and be approaching EAOS.

GUARD 2000. NAVADMIN 83/00 and ENLTRANSMAN Ch. 8 require the following be met to participate in this program: You must be within six-nine months of your initial EAOS; willing to reenlist for a minimum of four or more years; must complete prescribed DOD tour if overseas, and must be recommended for reenlistment by the commanding officer.

Split Tours. NAVADMIN 143/00 and ENLTRANSMAN Ch. 3

require the following be met for no-cost split tours: You must have completed at least 24 months at a sea duty command and be approaching EAOS for transfer to a valid sea duty billet in the same geographic location, and serve at least 24 months at your new command.

For funded split tours, you must have completed at least 24 months at your sea duty command and be approaching your EAOS; transfer to a valid sea duty billet in the same or different geographic location; serve at least 24 months at the new command; and agree to reenlist. Sailors must reenlist for funded split tours. Extensions to initial enlistment contracts cannot be accepted.

Sailors desiring to take advantage of these opportunities should consult with their detailer before submitting NAVPERS 1306/7 or GUARD 2000 message.

AKC(AW) Cezar G. Batac
AK E1-E4 and "A" School Detailer
PERS-405FD2

SK - Share Your Successes, continued

with one goal in mind, and that is how to improve ourselves to better serve you. I can assure you we will always do the very best to get you into the assignments that you need to succeed.

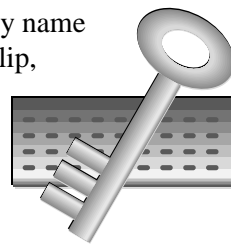
I look forward to serving the finest rating in the Navy! Be safe and be aware!

SKCS(SW) Barrera
SK E7-E8 Detailer
PERS-405FC

DK - Your New Detailer

Hello, shipmates. My name is DK1(SW) Jeffery Haizlip, your new DK E1-E5 Detailer. First of all, I would like to thank DK1(SW) Parran for his great service, and wish him the best of luck at his sea tour.

I intend to continue the quality of service that I feel each of you deserve. Remember, you hold your own key to success. Working



in the new millenium, the Navy has switched gears towards retention once again. If you are approaching HYT, but are willing to go to or stay at sea, review NAVADMIN 166/00 and give me a call.

DK1(SW) J.L. Haizlip
DK E1-E5 Detailer
PERS-405FE1

Assuming the Leadership Role

Welcome to 2001. As we move into another exciting year, this great Navy of ours faces many challenges. I would like to address two issues during this career-focused *LINK*. The first is for those of you whom are petty officers second class and above. Every one of us can see that there are shortages in the upper paygrades of most ratings. We have large numbers of junior Sailors filling racks all over the world, and we need your leadership and guidance to grow these young Sailors into your relief. This is not a short-term need; the next several years will be tough ones for the senior enlisted leadership.

Developing a chief petty officer takes 10 to 14 years and multiple assignments at sea and ashore to mold the CPOs that lead our Navy. We will not compromise on that process. Therefore, we need you to complete those enlistment contracts and DOD tours, and we will ask you to make cross-country moves as needed. The detailer and your contemporaries at EPMAC have to make difficult choices every day to spread that thin layer of leadership across a wide spectrum of sea and shore assignments around the world. We know that taking those assignments are what made you a leader, and that you will continue to accept that challenge.

The second thing I'm compelled to discuss is JASS. Each job that is advertised is based on information that originates at the individual command level. This is a time of dynamic change, and sadly, the large number of changes make it very difficult to keep the billet files updated. This is especially true of the techni-

cal ratings. We are making new NECs every year, and between combining ratings and re-organizations on a large scale, the automated systems can't keep up. Therefore, when you look at a job on JASS and it looks like what you want, I most strongly encourage you to ask questions, talk to your career counselor, talk to your shipmates if they have been there and when all else fails call that command and see what they do. Get on the Internet; a large number of commands have Web Sites with details about the benefits of being there. Even ship billets can be deceptive. We find that, about once a month, a Sailor will find out that the USNS ship they applied for in JASS is not in the San Diego or Norfolk, Va., area as listed. It is really forward deployed to Diego Garcia or Sicily and will not be back for five years. That is why these billets are only for 12 months. Suddenly joy turns to terror, as that newly married Sailor realizes he won't be home for a long time. The detailers want full disclosure on the JASS as much as you, but because of the limited amount of space, it is just not possible.

In closing, I'd like to extend my personal BZ to all of you – afloat and ashore, at home and deployed, on the waterfront and at headquarters around the world. You are the lifeblood of the United States Navy. Your service and dedication are what makes us great. Keep up the good work.

*CDR Northrup
Technical Assignments Branch Head
PERS-406*

GM - Adjusting First Term PRDs

Are you a first-term Sailor and thinking about getting out of the Navy? Hold on to that thought as I present you a few alternatives to consider.

The Navy recently introduced two NAVADMINs that may assist you with a career decision. First is NAVADMIN 143/00, First-Term Split Tour Opportunities. This program offers Sailors a broader view of sea duty the Navy has to offer. Additionally, it offers a limited number of funded split tour options to the previous no cost split tour program, and adds more flexibility in terms of location. Second is NAVADMIN

233/00, Adjustment of PRDs For First-Term Sailors. This initiative will provide Navy leadership and the Sailor with a meaningful date on which to center career decision-making efforts. By doing this, first-termers will have the option of reenlisting and remaining onboard to complete their prescribed sea tour (PST), use GUARD 2000 to reenlist for shore duty and waive a portion of PST, or obligate service for two years and use the aforementioned split-tour program. These are only two of the recent initiatives available to first-term Sailors.

Continued on next page

FC - Guidance for Your Decisions

As always, our dynamic rating is full of diversity, opportunity and change. We understand that negotiating for your next set of orders can be a challenging and sometimes stressful process. It is very important that you take the time to research and understand different programs and options available to you. This is not an easy task given the complex, NEC-intensive nature of our rating. Understanding why things are the way they are will hopefully make your decision easier and more rewarding.

Here is some guidance to clarify some programs as they apply to our rating.

✓ **GUARD 2000:** Read the instruction in ENLTRANSMAN Ch. 8 carefully before applying for a program. For first-term Sailors, it is vital for you to understand that you may not reenlist until the month of your EAOS, and you must reenlist for six years at that point to be eligible. Also remember to make a request IAW the instruction and understand that PST curtailment is not in itself a guarantee.

✓ **NAVADMIN 026/00:** We have received and approved many 1306s to change PRDs IAW this

message. Keep those 1306/7s coming. This is a great reenlistment incentive.

✓ **AEGIS FC:** ATRC Dahlgren needs 1104, 1106, 1115, 1118, 1119, 1143 and 1144 instructors. The maintenance side of the house is in need of 1104, 1105, 1106, 1107, 1108, 1118, 1144 and 1335 technicians. SCSC Wallops Island needs 1119, 1143 and 1144 technicians. ATRC Moorestown needs 1104, 1143, 1325 and 1335 technicians. Keep this in mind when you enter negotiations for shore duty. The AEGIS fleet is expanding, and to maintain the health of this community, these positions must be filled.

✓ **NEC 1677:** This NEC is ET only. FCs may no longer train to this requirement. We recommend that your command submit a TFMMS (Total Force Manpower Management System) package to delete all FC 1677 requirements and add them to the ET billet structure.

✓ **Retraining:** Our rating currently has around 52 NECs. Most NECs are adequately manned, some are overmanned and some are extremely undermanned. If you are on shore duty and nearing your nine-month detailing window, we urge

you to contact us to see if retraining is an

option. If you are about to complete your sea tour and are willing to do another two years on another ship in return for retraining, contact us at the nine-month point of your detailing window.

✓ **Shore Duty Opportunity:** As always, the sea-intensive nature of our rating means that only one out every four FCs will have shore duty in-rate. All others will need to seek opportunities such as recruit division commander, recruiting, etc. Currently, the Navy needs more RDCs. This challenging, career enhancing duty offers \$275 per month Special Duty Assignment Pay. Contact BMCS(SW) Mercer at DSN 882-3878, Comm (901) 874-3878 for more information.

✓ **Change in Neutral Duty:** As of August 21, 2000, Type 5 (neutral duty) has been changed to Type 1 (shore duty).

✓ **JASS:** Web-based JASS will be available in January 2001. Log on to <http://www.jass.navy.mil> and become familiar with JASS.

Continue to work with your command career counselor for information on different programs. Information is key in your understanding what options are available. Please contact us whenever you need clarification. Keep up the good work you are all doing out there. Your efforts ensure the freedoms that we all too often take for granted.

*FCC(SW) Spinney
FC E1-E5 Pacific Detailer
PERS-406CF2*

GM - Adjusting First-Term PRDs, continued

Another current initiative is the Detailer Communication Initiative (DCI). With this, detailers will be calling members as far out as 12 months from their PRD to discuss career options. DCI also encourages faster, personal communication with

your detailer (less voice mail and more human interaction).

For more information on requirements, refer to the NAVADMIN's, contact your career counselor or give us a call. Shipmates, we are here for you!

*GMC(SW) Miller
GM E1-E6 Pacific Detailer
PERS-406CG1*

ET - Frequently Asked Questions

Q.I'm a chief on Type 3 overseas duty and I want to promote to master chief. What shore duty will give me the best chance of promotion?

A.None. If you want to advance, the duty station that will give you the best chance of promotion will always be a USS. Guess what 100 percent of last year's surface ET master chief selectees had in common? They weren't all Early Promotes and they weren't all on a ship when the board met. But every one had been to a USS every other tour since they made chief. In addition, none of them had extended shore duty when they were on their previous shore tour. Really smart petty officers who want to become a chief/LDO/CWO will read this paragraph over and over again until they understand how it applies to them.

Q.What is the single most important factor I need to have in order to make chief?

A.Your evaluations must prove your leadership ability at sea. If you don't know how to prove you are a good leader, find a mentor who does (the rate is irrelevant). Most poor evaluations will make claims about leadership ability, initiative and teamwork, but never back it up with bullets that prove the claim is true. Each bullet should have three parts (in any order): actions, quality and/or quantity descriptions and results.

Q.How do I use JASS to get the billet I want?

A.Understand you have three months to apply. JASS comes out twice a month, so this equals six cycles.

First Month. In the first or second cycle, you can give one or two choices if you like; you have five per cycle. Make them realistic, but choose what you really want. Look at the command, not so much the NEC that is attached to the requisition. Apply for commands that use your NEC, even if the requisition on JASS shows something else. If school is your primary concern, investigate ENLTRANSMAN 8.03.

Second Month. If you have not been selected for a job at the beginning of the second month, you need to open your sights a little. If you were applying for a DDG in a certain CVBG, perhaps you should apply for five different ships in the same group. Or if you wanted instructor duty in Dam Neck, perhaps you should apply for FTC Norfolk also.

Third Month. If, after the second month you have not been selected, you need to contact the detailer via E-

mail or phone for additional feedback or guidance. In this month, use all five of your choices on both cycles. When applying, don't apply for the same command for all five applications. We will consider you for all available requisitions at that command even if you only put in for one. This will allow you to use your other picks for other commands. Remember that at the end of this month, you will be under orders. If you don't use all five picks, we may end up picking for you.

Q.I'm a First Class in Norfolk, and the shore duty billet I want at SIMA Norfolk is on "hold." How come you have that billet on hold?

A.The correct answer to this question is that the billet at SIMA Norfolk did not have a high enough priority given the number of available Sailors. Here's how we determine which billets to put on hold:

Rollers. We count the number of ET1's rolling off of Type 2/3/4 duty that are within seven (not nine) months of their PRDs. Let's assume this number is 50. This number is exactly how many shore duty requisitions that will be available on JASS. Even if there are 300 ET1 shore duty billets to fill, you will only see 50 requisitions when you look at JASS.

Fleet Balance. There are three Manning Control Authorities (MCA) that pay for the billets. Each of the MCAs should have a fair share of the available rollers (50) as determined by their percentage of filled billets. In this example, let's assume MCAP (Pacific Fleet) for ET1's is at 90 percent, MCAL (Atlantic Fleet) is at 93 percent and MCAB (BUPERS) is at 80 percent. We distribute the available billets (50) among the three MCAs, with the goal of making the three percentages equal. We would give MCAB 30, MCAP 12 and MCAL 8 rollers, which makes all three of their manning percentages equal 91 percent.

Billet Priority. When we get our requisitions, they are divided among the three MCAs just like they are in JASS. EPMAC and the MCAs conveniently rank the requisitions and assign a priority number to each requisition. All we have to do as detailers is to take out our red markers and count down the requisitions the correct number of billets as determined by Fleet balance, and draw a big red line under the last requisition. In this example, we would count down 30 for MCAB, but only eight for MCAL.

Continued on next page

OS - No “Best” Advancement Avenue

Hello from the OS detailing shop. The theme of this *LINK* is career planning, a theme very important to the OS rating. We all know that our rating is one of the most diverse and challenging. We have OS's stationed everywhere from Iceland to Diego Garcia, and on nearly every class of ship.

Basically, there is not one “best” avenue for an OS to take for advancement. An analysis of the most recent MCPO, SCPO and CPO advancements (our best CPO advancement opportunities in 10 years) reveals some basic patterns:

Sea Duty. I know this sounds obvious, but performance while at sea is always at the top of any advancement board's checklist. Our transfer system provides ample opportunity to serve at sea; however, we receive numerous requests each week for shore duty extensions. Remind your Sailors that the Enlisted Transfer Manual states shore duty extensions are only granted during times of PCS constraints.

Challenging Shore Duty. Advancement this year was espe-

cially high for recruiters and instructors. Both schoolhouses (Fleet Combat Training Centers Pacific and Atlantic) and ATGs faired exceptionally well. On a side note, Sailors often call the detailer wanting “general duty shore billets.” Actual “general duty shore billets” (i.e. billets where you pass out basketballs) do not exist; we do have billets in special programs including recruiting, physical security, DAPA and others.

Diverse Assignments. Assignments to overseas locations, USNS billets, forward deployed naval forces (FDNF), recruit company commander and recruiter are always important and nearly always available.

NEC Usage. As previously noted in *LINK*, establishing an NEC and maintaining qualifications important. We expect every OS proceeding from their first shore duty to their second sea tour to get an NEC producing school en route.

It is important that you contact your detailer early and often to help you plan your career. Detailers will

soon initiate action to contact Sailors at 10 to 12 months prior to transfer. As always, we will work to get you the billet you most desire, consistent with the needs of the Navy.

USNS Billets. A majority of the OSC billets on board USNS ships will convert from Assistant OIC to OIC. This provides the rate a special opportunity for leadership. USNS OIC billets will still be one-year assignments. MSC ships routinely operate away from their assigned home port. Prior to requesting assignment to a USNS ship contact MSC-HQ at DSN 325-5128/5121, Comm (202) 685-5128/5121, for operating area information. OPNAVNOTE 4600.16 also provides guidance and benefits for USNS personnel.

Afloat Training Group/Aegis Training Readiness Center Det billets. Billets at ATGs and ATRCs will now count as shore duty vice neutral duty. Personnel currently assigned will be grandfathered for neutral credit. If you are unsure of your status, feel free to contact your detailer.

GUARD 2000. The GUARD 2000 program continues to provide an opportunity for first-termers to waive sea time and all personnel to see lower priority requisitions. As a standard, we will waive 18 months of PST for a six-year reenlistment, 12 months for a five-year reenlistment and six months for a four-year reenlistment. Remember, only first-termers can waive sea time.

ET - Frequently Asked Questions, continued

JASS Holds. After we make our “red lines” on our paper requisitions, we log onto JASS and place all the requisitions that are under the red line on hold (yes, even that billet you wanted at SIMA Norfolk). However, all is not lost. There are reenlistment programs and other policies that may help you access requisitions that are below the red line. See our next *LINK* article,

contact your career counselor or call us for details.

If you have a question you would like answered in *LINK*, please send it to me at p406de@persnet.navy.mil and put “*LINK* question” in the subject line.

*ETCM(SW/AW) Potter
ET Rating Lead Detailer
PERS-406DE*

*OSCM(SW) Pritchard
OS Rating Lead Detailer
PERS-406CQ*

IT - Know Your Sea Duty Options

Aloha! For all the shore duty IT rollers, you've probably seen the available shore duty requisitions open on JASS and are amazed at the number of Hawaii billets that are open. The two major commands open on JASS for all paygrades are NCTAMS PAC HI (UIC 00950) and NCTAMS EP DET (UIC 35177). Currently, UIC 00950 is manned at only 72 percent and in nine months

the overall manning drops to 60 percent. UIC 35177 is manned at only 60 percent, and in nine months the overall manning also drops to 58 percent. Bottom line—we need your assistance in filling these billets. When reviewing the requisitions, look at the NECs required, or contact the detailee to find out the possibility of receiving training enroute. If there's a valid NEC

requirement and there's a school quota, we'll do everything we can to put you in it.

For all the sea duty IT rollers, there are usually several types of sea duty available, along with several geographical locations to choose. There are a couple of other sea duty options available that do not appear on JASS. One is pre-commissioning duty. Contact your IT detailee for availability of billets and the possibility of training with this type of duty. Another type of duty is TACAMO, which used to be known as the "flying RMs." See the related *LINK* article in this issue from PERS-404ED.

A final note that applies to the IT community as a whole: Once you have completed two consecutive CONUS tours, you can expect to complete a tour of duty overseas. And even though Hawaii is considered Type 1 and 2, it counts as overseas for rotational purposes.

It is not the job that makes the Sailor, but how the Sailor performs at that job.

MN - Detailing Directives

Being detailed to duty stations throughout the world is something every Sailor can look forward to at the end of every normal shore tour (NST) or prescribed sea tour (PST). Keeping up with changes and understanding many of the interrelated rules and regulations of detailing is a task in and of itself.

One year before your PRD is not too far out to plan your next assignment. Some programs may take even more advanced planning due to special screening requirements. Waiting until you are in your seven-month window to submit a package for a special program is far too late. This limits the detailee's ability to plan for your loss as a mineman, and because of the time constraints driven by manning control authorities (MCAs) to fill valid mineman billets, the detailee may be forced to say "no."

In short, the closer to your PRD the request is received, the less likely your detailee will be able to help you reach your goal. For example, a Sailor wants to go EOD, SWCC, SEAL or Diver. The Sailor submits his request at the seven-

month window, yet doesn't meet any (or has not accomplished any) screening criteria. "Failing to plan is planning to fail." Every day, detailers face similar dilemmas and are forced to give Sailors the bad news. Planning ahead goes a long way toward meeting your long term goals. The lesson: Submit your requests around ten months prior to your PRD.

Navy Life... Getting Better Every Day!

*MNCS(SW) M. W. Thanscheidt
MN Detailee
PERS-406EM*

*ITC(SW) F.J. Jubb
IT E5-E6 Pacific Detailee
PERS-406DR3*

TM - Career Planning

It all too often happens that a shipmate will apply for a billet in JASS, or call and ask for a billet they are not qualified for (or ask for a billet that will not benefit their career). In these days of tight advancements for the TM rating, it is now more important than ever to start planning your career during your first term.

Your first two tours will help you to build a successful and solid foundation for your future. As you complete your first term, you should have these items completed: qualifications on all of your assigned PQS (this includes ships and system), two or three Navy courses, Combat

Continued on next page

STG - Plan Your Career Years Ahead

Congratulations to those of you wearing new crow's! All of the hard work paid off. You earned them.

In this issue of *LINK*, I'll cover a number of issues important to the management of your career.

Career planning – Evaluate your career often. An average for most Sailors is once a year. Avoid waiting until your EAOS to review your position.

Career counselor – From your enlistment to your separation or retirement, the command career counselor (CCC) is one of the most important persons in the development of your career. Your CCC can answer 80 percent of the questions a detailer receives. He or she has access to all the latest changes in the detailing process. There are many periods when you should be asking questions of yourself and your CCC. Some of these periods are:

One year from EAOS. Discuss with your CCC your career intentions, then the two of you can call your detailer with your intentions. Do you intend to reenlist, separate, extend on board, negotiate for orders, etc.?

Nine to six months from EAOS. You are in the window for negotiating orders. At this time you should be submitting JASS applications through your CCC for desired billets. Use JASS to apply for billets if at all



possible. I repeat, use JASS to apply! If JASS is not available for some reason, then call the detailer. Many times, Sailors call requesting orders when what they are asking for is in

JASS. If you have questions, bring them up with your CCC. If you and the CCC are unable to resolve the matter, contact the detailer. The detailer is here to assist you in the process of negotiating orders.

Six months from EAOS. You have to be under orders at this time. If you have not decided on a set of orders, based on the needs of the Navy, the detailer will decide the best place in which to detail you. *Make the decision first!*

People always ask what are career-enhancing billets. Some of the career enhancing billets in the sonar rating are: recruit division commander (RDC), recruiting, working in rate overseas at: CNFJ in Japan; JMF St. Mawgan, England; CUS Dam Neck, Va., and FLEASW San Diego.

Programs. The Exceptional Family Member program (EFM) is a good program for those who have dependents with special needs. Don't wait until it's too late to ask for help. If you are enrolled in the program, keep your member's status updated.

GUARD 2000. This program was designed to offer two guaranteed assignments within a 20-year career. It was designed to benefit first-term Sailors, though the second guarantee can be used up to 17 years of service. The STG rating has had some problems in trying to grant GUARD 2000 requests for individuals who are or were enrolled in the AEF program and are coming up on their EAOS prior to the AEF two-year extension for a minimum four-year reenlistment. All first-term Sailors considering dropping their extensions to reenlist under the GUARD 2000 program can only be guaranteed a waiver of prescribed sea time, mainly due to planned rotation dates being in excess of two years.

Contacting your detailer. When contacting your detailer, provide your name, rate, SSN, command, UIC (if known or it applies) and the issue(s) concerned. As always, if you have questions, feel free to talk to your CCC or give me a call.

TM - Career Planning, continued

Systems Officer of the Watch and that very important ESWS pin. If you have not completed these, you are already separating yourself from the pack. Your next tour should be an in-rate instructor, recruit division commander or recruiter. While on this tour, you should earn your master training specialist qualification, and your evaluations should always show improvements and sustained performance.

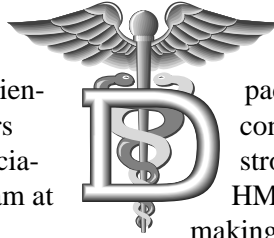
Remember, as you get ready to start your third tour, take the challenging billets. Even if your intentions are to cross to another rating, the objective is still the same. This is your career. Make the best of it and never stop pushing forward.

*TMCM(SW) Junious Scott
TM Detailer
PERS-406EW*

*STGC(SW) Stelling
STG E1-E6 Atlantic Detailer
PERS-406EU3*

DT/HM - Dental Hygienist "C" School

One of the more challenging schools offered to the careers of dental technicians and hospital corpsmen alike is the Dental Hygienist Program. The program consists of two years full-time training in an American Dental Association (ADA)-accredited dental hygienist program at selected community colleges. The majority of graduates will be assigned to operational and OCONUS platforms, with the remainder assigned to CONUS facilities for rotational purposes.



and HM ratings. Work with your command career counselor to get started on your package for the next fiscal year. We need to continue to set the standard to build an even stronger foundation for the future of the DT and HM ratings. I wish all of you much success in making the decision that is best for you.

*DT2(FMF) Nicole Marquez
DT E4 and Below/8708/32/52/83 Detailer
PERS-407CD2*

Upon completion of the Dental Hygiene Program, Sailors in the HM rating will undergo a conversion to the DT rating. Graduates of the program may be entitled to receive a Selective Reenlistment Bonus (SRB). Selected students must successfully complete Field Medical Service School, and be awarded NEC DT-8707 or HM-8404 prior to reporting to school. There are several criteria that must be met prior to submitting a package, covered a recent BUMED message. ENLTRANSMAN Ch. 7 has details. The following academic prerequisites include:

- High school graduate or GED equivalent.
- High school Algebra I and Chemistry/equivalent.
- College-level Human Anatomy and Physiology (A&P) (Hospital Corps "A" School A&P does not meet program prerequisite).
- ASSET test scores of combined Reading and Writing equaling 86, and Numerical Skills equaling 42.

Academic prerequisites are the minimum set by the colleges. No waivers are available on Chemistry, Algebra or ASSET test scores. While Anatomy and Physiology are not required by every school, college courses in A&P will significantly enhance selection opportunity.

Additionally, packages should contain:

- Copies of performance evaluations for past three years; must include at least one evaluation prepared by the applicant's current command.
- Copy of PRT folder.
- Copy of service record Pages 3, 4, 5 and 9.
- Applicant's personal motivational statement.
- Letter of Recommendation from an active duty dental/medical officer, preferably a Navy periodontist.
- Letter of Endorsement from your CO.

The Dental Hygiene Program is one of the most career enhancing opportunities ever offered to the DT

DT - Detailing Tips

Greetings! I am DTC(FMF) Louis V. Ferraro, reporting from 2nd Dental Battalion, 2D FSSG, Camp Lejeune, N.C. I am committed to my goal of trying to accommodate each Sailor's desires and their professional development, while still meeting the requirements of the Navy.

If you are in your nine-month window, you should be negotiating for orders. Waiting will only limit your choices. Current policy states each Sailor will be under orders at the six-month mark. When sending E-mail or leaving messages on my voice mail, please provide me with your Social Security Number, reason for calling and a phone number so I can call you back. This will assist me in providing the diamond customer service you all deserve, and get your questions answered faster.

*DTC(FMF) Louis V. Ferraro
DT E5/E6, 8703/52/53/65 Detailer
PERS-407CD1*

HM - New Detailer

I'm the new detailer for the 8402, 07, 16, 32, 51 and 52 NECs, reporting from USS WYOMING (SSBN 742)(Blue) in Kings Bay, Ga. I'm delighted to have been offered the opportunity to manage some of the finest Sailors in the Hospital Corps. I would like to wish HMCS(SS) Boss all the best in his next assignment aboard USS EMORY S. LAND (AS 39).

There are several ways for you to contact me. My

Continued on next page

HM - Submit School Packages Early

As you start contemplating your next duty assignment, there are several things that you need to consider. Not only should you be looking at where you want to go, but what that next duty station could potentially mean to you should you decide to make a career of the Navy. If you are considering a "C" school, you should submit your package 12 months prior to your projected rotation date. Consider your next duty station well before your nine-month window. As soon as you are in your nine-month window, you should see your command career counselor to apply for your next duty station on JASS.

HM - New Detailer, continued

DSN and commercial phone numbers are listed in the Detailers Directory in this edition of *LINK*. My E-mail address is there, too. I will do my very best to return your calls and E-mails within 48 hours.

As you negotiate orders I encourage you to look at new and different billets. Versatility is one of the keys to success in the Navy. Of equal importance is maintaining your sea/shore rotation. We should be in contact at 12 months prior to your PRD and begin negotiating orders at the nine-month point. You should have orders in hand 180 days prior to your PRD.

I look forward to the challenges of this job and assisting you with your career goals.

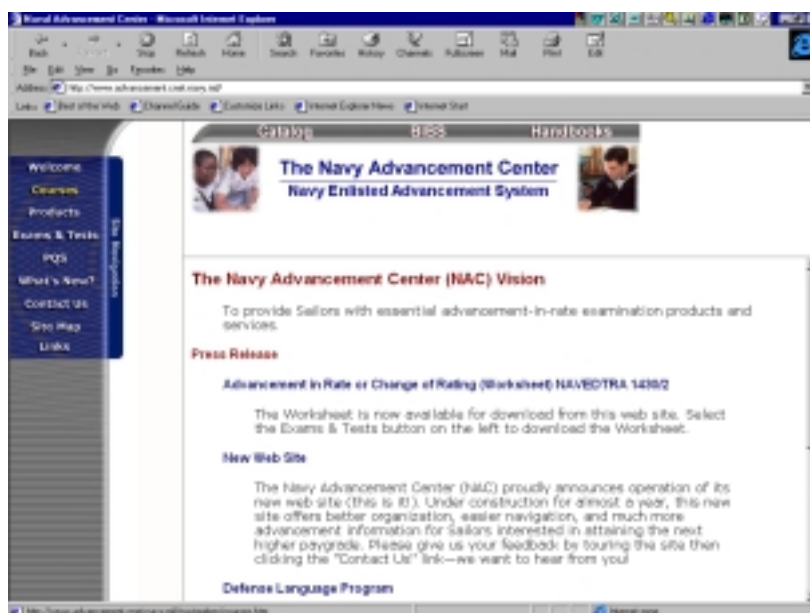
*HMC(SS/FMF) Collier
HM 8402/07/16/32/51/52 Detailer
PERS-407CJ*

There are many opportunities for E4 and below personnel for both sea and shore duty. Keep in mind that if you are on Type 1 shore duty or Type 6 overseas preferred shore duty, your next duty station needs to be sea duty. If you are on Type 2, 3 or 4 sea duty and have completed your prescribed sea tour of 36 months, you are eligible for shore duty. Ensure that you are discussing your eligibility for sea or shore duty with your command career counselor. Their guidance can assist you in making the right decision.

I have enjoyed being your detailer and assisting you in your career decisions. As I move on to Independent Duty Corpsman School, I look forward to seeing all of you out in the fleet. I have confidence that HMC(SW/AW) Boyd will continue providing the guidance that you need in making decisions that will benefit both you and the Navy.

*HMC(FMF) Julie R. Adams
HM E4 and Below Sea Duty Detailer
PERS-407CM*

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<http://www.advancement.cnet.navy.mil>

HM - The Career Schools Listing

Keeping informed on career issues through Naval messages is important. A particular message I'd like to highlight is NAVADMIN 176/00, whose subject line reads "Career Schools Listing (CSL)." This message provides a listing of courses of instruction that will establish eligibility for automatic advancement to petty officer second class. Automatic advancement is applicable to the Selective Training and Reenlistment (STAR) program. For more CSL information, read MILPERSMAN 1510-020.

MILPERSMAN 1160-100 gives specific details concerning the STAR program. The purpose of STAR is for first term enlisted members who enlist or reenlist to



become eligible for advancement from petty officer third class to petty officer second class upon completion of a class "C" school (or a class "C" school package) listed on the CSL. Be aware that the NAVADMIN must be in effect on the date of your reenlistment. Check our Web Page to keep updated, or

see your command career counselor. Refer to the MILPERSMAN articles listed above for more information, or access the HM-8485 Web Site. Stay motivated!

*HMC(FMF) Barbara M. Dwyer
HM 8454/63/66/67/78/79/85 Detailer
PERS-407CT*

HM - The Time is Now for "C" Schools

PERS-407 will start accepting "C" school board packages through April 20, 2001. The following NECs are considered board schools: HM 8408, 8416, 8434, 8454, 8466, 8467, 8472, 8403, 8405 and 8541. Please check the CANTRAC for qualifications because there have been changes to some pre-requisites. Occupational Therapy Assistant (HM 8467) no longer requires applicants to be Physical Therapy Technicians.

This is the last *LINK* article that I will be writing as the "C" schools detailer. I'm transferring

with my family to Naval Hospital Naples, Italy. It has been truly a pleasure working with each and everyone that I have come into contact with. To those of you who called or E-mailed me just to say "thank you" and "hello," I took those to heart and will not forget you. Please remember a couple of things for me. Always take care of your fellow shipmates.

*HMC(SW/FMF) Ronald G. Maniece
HM "C" Schools Detailer
PERS-407CK*

LINK is available on the BUPERS CD-ROM, and on the Internet, at:
<http://www.bupers.navy.mil>.

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LINK

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Please help us make LINK better! Complete our reader survey on Pg. 89, or online at the address above.

CT/IS/EW - Helping Us Help You

One of our primary objectives is to educate the Fleet on the enlisted distribution process. It's our belief that if COs, XO's, CMCs, CCCs and individual Sailors are familiar with the distribution process, that knowledge will have a dramatic and positive effect on the level of support we are able to provide to commands and their Sailors. For your convenience, I've addressed a few of these issues:

1306/7 Submissions.

- Mail the request. Fax only those requests requiring immediate attention.
- Ensure that both the Sailor submitting the request and the commanding officer (or person given "by direction" authority) signs the request.
- Ensure the CO includes a recommendation and whether a relief is required, along with the number of months that a gap is acceptable. Keep in mind that a zero-month gap may not always be the right answer; in fact, it limits our options when considering the request.
- Ensure appropriate personnel within the Sailor's chain of command screen the request for eligibility in accordance with the Enlisted Transfer Manual. In some cases, recommending disapproval of the request may be the right thing to do.
- Ensure you send the 1306 one year prior to your PRD. This will provide detailers sufficient time to work the issue (i.e., spouse collocation, OTEIP, terminate shore duty for sea duty, etc.).
- 1306 requests for extensions on shore duty (Type 1) are neither solicited or approved, except in times of PCS constraints.

JASS.

- Make applications (up to five) each requisition cycle. You have three months to apply for jobs on JASS prior to being placed under orders.
- Be realistic. Don't waste applications by applying for jobs you are not eligible for due to sea/shore or OUTUS/CONUS rotation or by choosing the same duty station five times.
- Apply for jobs within your paygrade. As a general rule, we do not allow paygrade substitutions. Exceptions are made to this rule, but only under extenuating circumstances and as a last resort.
- Apply for jobs when eligible and in accordance with the schedule located on the back page of *LINK*. Do

not ask for extensions because you do not like what you see on JASS.

- Once you make an application, get selected for a job and get placed under orders, do not call us asking to change your orders because you see a job you would rather have on the following requisition cycle.

Spouse Collocations.

- When submitting a spouse collocation request, ensure you submit both yours and your spouse's requests. This will assist us in attempting to meet the desires and needs of both individuals.
 - Although your main concern may be staying together, we must take into consideration such things as sea/shore rotation, career progression and number of dependents. The best advice we can give you is to be flexible – we will do everything possible to ensure that your desires and needs are met.
 - Prior to submitting your request, review the applicable chapter of the Enlisted Transfer Manual to familiarize yourself with the pertinent policies and procedures governing spouse collocations.
- Obviously, this is not an all-inclusive list of issues. Other issues include the Exceptional Family Member Program, limited duty assignments, high-year tenure, Fleet Reserve, early separations, conversions, etc. Bottom line: Prior to submitting any kind of request, do your homework. Review the applicable directives, talk to your career counselor and solicit advice from your chain-of-command. You have a greater chance of success if you understand the criteria and requirements pertaining to your request. Informed and educated Sailors are our greatest assets.

*CTACM Wilson
Assistant RAO
PERS-408CB*

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IS - New Courses Available



The Intelligence Specialist Journeyman Course is now on-line. It is a 10-week course taught at the Navy and Marine Corps Intelligence Training Center (NMITC) in Dam Neck, Va. This well-designed course provides IS2s with journeyman-level skills and knowledge required to perform as an intelligence work-center supervisor afloat or ashore.

The course requires students to demonstrate a mastery of skills in administration, writing, briefing evaluation, intelligence doctrine, support to operations afloat, battlespace intelligence preparation, work-center supervision, fusion analysis, and collection training. Equal emphasis is placed on professional military development through CNET's Navy Military Training (NMT) Program. The NMT program for the Journeyman course focuses on providing leadership skills necessary for graduates to function as leading petty officers.

Training activities include:

conducting formal barracks and personnel inspections, physical training, and mentorship of junior sailors in the IS "A" School training pipeline. There are five class convenings planned for FY01 with a capacity of 25 students per class. IS2s will normally attend this course enroute their new duty station during their PCS move.

If you are an IS2 and would like to attend, contact us when you are in your detailing window. The prerequisites for the course are that you must be an IS2 possessing a TS/SCI clearance. "Thank you" to IS1 Meyers, NMITC's IS Journeyman Instructor, in assisting with this article.

*ISCS(SW/AW) Lavieri
IS E5 and Above Detailer
PERS-408CD*

CTM - Manning vs. Assignments

Recently we've received numerous calls from Sailors, career counselors, leading chiefs and even COs and XO's asking us why we take such a "hard-line" stance when detailing their Sailors. First off, please understand that what we do here is not of a personal nature. We do not offer or write orders based on anything other than the fine balance between the desires of the Sailor and the needs of the Navy.

Determining what a Sailor should do for their next assignment is a difficult process. One of the major considerations is fair and equitable distribution. In layman's terms, this means we try to ensure that every Sailor is looked at and screened for the tougher, more challenging duty assignments. We all know what this means — sea duty.

Lately, the majority of duty assignments available to you have been PCS orders to an afloat platform. We've experienced an unusual number of failures to obligate service for said orders, and Sailors are leaving the Navy rather than taking these assignments. These Sailors' actions have placed a greater emphasis on filling our sea duty billets for the foreseeable future.

For those of us who have "been there, done that," we can all agree that sea duty is a difficult and challenging assignment. We can also attest to the fact that it's

one of, if not the most, rewarding assignments we've had in the Navy. For me, I didn't want to say after retiring, that I never served on a United States warship. For those of you who haven't had your turn yet, look around you. Find that person wearing the Enlisted Surface Warfare Specialist or Surface Warfare Officer pin and ask them about their tour. See what they have to say. Listen to their stories of standing on the catwalk and witnessing the firing of an SM2 Block III standard surface-to-air missile. How about an "over-the-shoulder shot?" Ever heard a Close-in Weapon System (CIWS) being fired? It's awesome!

As of this month, we have 286 billets to be filled within the next nine months. During this same nine month window, we have 103 Sailors available to fill these billets. Simple math demonstrates that 286 billets minus 103 bodies equals 183 gapped billets. Bottom line is that the U.S. Navy cannot complete its mission without its Sailors.

On another note, I'd like to welcome aboard CTM1(SS/AW) Bill Rosemeyer, the new CTM E5 and below detailer. Petty Officer Rosemeyer reported to us from the NSGA Groton Direct Support shop. Additionally, my relief, CTMCS(AW) Knowles, will be reporting

Continued on next page

CTI - Career Progression, Opportunities

Shipmates, as probably all of you are aware, attempting to identify a clear and defined career path for CTIs is not the easiest thing to accomplish. You need to look at the successful Sailors in your individual language communities and seek the same type of duties and assignments. For example, an Arabic CTI has an assignment history with two direct support or aircrew billets at two separate commands (e.g. Rota and Fort Gordon), an RSOC assignment, and is currently on instructor duty at NTTCD Goodfellow. This Sailor is selected for chief petty officer the first or second time eligible. Although we all know that sustained superior performance at each assignment is what made this Sailor a chief, it's the variety of type-duty that impressed the promotion board with a well-rounded Sailor who performed well at all assigned duties.

Here's another example: A Spanish CTI has an assignment history that, although not as varied as to location, includes both sea duty and shore duty assignments, albeit at the same duty station, specifically NSGA Medina. This Sailor is currently at CTEP, and has earned Adjunct Faculty Certification in

addition to MTS designation. This Sailor is also selected for chief the first or second time they're eligible.

As you can see, the commonality for promotion is sustained superior performance regardless of where you're assigned. If you don't take one or two of the hard jobs or ask for the challenging deployments or types of duty, you may find yourself wondering why your shipmates are putting on the anchors while you're being passed over.

What got these two Sailors promoted yesterday may not be the same duty assignment variety that will promote the CTIs of today, especially given the increased emphasis on language and cryptologic proficiency. You may already have experienced or benefited from intermediate or advanced language training, and most of you have seen the new generation of cryptologic training in the CSTATE. If you're in, or getting close to, your order negotiation period (nine to six months from PRD), and your DLPT score is below 3/3, contact Chief Keown or myself to see what kind of language training opportunities are available. It may entail transferring earlier or later than expected to match up with

a class convening date in Monterey, but in most cases it will involve only minor inconveniences. Keep in mind that the only language training quotas that we can assign are the Refresher, Intermediate, and Advanced Course seats. Your CLPM can provide you with information on other training opportunities that exist on a TAD basis. For the record, Intermediate and Advanced classes in Category III or IV languages are PCS moves, and we cannot negotiate follow-on orders until you're actually attending the course.

A word of caution to my more seasoned shipmates out there – please be careful when you criticize a type of duty or specific duty station based solely on your personal experiences. Although you may have had a negative experience at a command or assignment, circumstances change. From a personal example, I did not thoroughly enjoy where I was stationed a few years ago, mainly due to hurdles I placed in my own path. But given the opportunity now, I would not hesitate to return.

Bottom line – some duty stations may not have been the be-all, end-all of the NSG during your tenure there, but advances in mission capabilities, and changes to mission priorities, can quickly turn a “sleepy hollow” into the center of the Cryptologic universe. Let's not sour our shipmates based on our own somewhat dated experiences and information. Enough said. Look out for a shipmate today.

CTM - continued

for duty in April 2001. He'll be reporting to the Navy Personnel Command from his tour as AEMO at NSGA Pensacola via the Navy's Senior Enlisted Academy. These are two outstanding Sailors who I know you can count on over the next three years to take care of both our Sailors

and our Navy.

In closing, I'd like to thank those who helped me make this a truly rewarding tour. I'm proud to have had the opportunity to serve as your rating detailer. See you out there!

*CTMCM(SW) J. Warrick
CTM E6 and Above Detailer
PERS-408CF*

*CTIC(NAC) Joe Loomer
CTI E6 and Above Detailer
PERS-408CE*

CTO – Where Do I Go From Here?

Congratulations to everyone promoted off the September 2000 exam cycle. With your promotion, you will be expected to take on more responsibilities and a greater leadership role. Keep charging. I would also like to welcome our new technical advisor (TECHAD), CTOCS David Licastro, and bid “fair winds and following seas” to the incumbent, CTOCM Steve Jewell, who will be transferring to the Fleet Reserve.

One of the frequently asked questions Chief Joyce and I get on a daily basis is, “Where do I go from here to be competitive?” The answer, of course, depends upon what you have done so far in your Naval career, and what your goals are for the future. What are you willing to do to make yourself competitive for advancement?

Our rating has changed dramatically over the last several years, and as a result, a clearly defined career path incorporating all the Information Technology (IT) training and billets has recently been promulgated. Keep in mind that this is only a guide for you to use. You should also be talking with your LPOs, CCCs, LCPOs and other chiefs at your command to see what they did to advance and what advice they can give you.

Most CTOs fall into two categories: system administrators/system technicians and transport technicians, or a combination of both. The selection of challenging billets and valuable training is abundant. For example, if you look at JASS, you will see most of our billets have been coded for some

type of IT training, and those billets that have not been recoded will be in the near future. Even with all the command closures and realignments, we do have numerous billets overseas and on sea duty. Both types of duty are going to play a crucial part in your career advancements. The most recent CPO selections proved two points: If you want to make chief early in your career, you need both successful overseas tours and sea duty tours (earning at least one warfare specialist pin); and sustained superior performance is a must, no matter where you are or what you are doing. Although the type of duty you are assigned to and what you do there is important to your career, how well you do the job is just as, or more, important.

Remember, *you and only you* will decide whether your career will meet your expectations. As your detailer, I am here to assist you in

assessing your goals and can, in most cases, provide you with the opportunities you need to excel. It's up to you to decide if you're up for the challenge. To make yourself competitive, you will probably need to take arduous/difficult duty. Do your homework prior to coming into your detailing window (currently nine months from PRD). Have an idea of what your options are and where you need to go. Be realistic; if the billet is not on JASS and you are getting close to the six-month window, it probably will not be available to you. Give us a call and we will give you a realistic view of what your options are. You may not completely agree with everything we tell you, but I promise you it will be an honest evaluation.

*CTOCS(SW) Joe Kelly
CTO E6 and Below Detailer
PERS-408CG*

CTA - Career Opportunities

The CTA rating has, and will continue to have, a wide diversity of career opportunities. Wherever there is a mission, you will probably find at least one CTA providing administrative or logistical support. Here are some of the many career opportunities you have as a CTA:

- Defense Courier Service: entails assignment to CONUS and OUTUS Courier Stations delivering sensitive material required for the successful accomplishment of cryptologic and intelligence missions.
- Staff duty: work in locations worldwide where you will be exposed to, and work on, regional

issues affecting U.S. foreign policy.

- Joint duty: provides CTAs the opportunity to work with other services in a joint environment.

- Reserve community: support Naval Reserve personnel and ensure they are ready to perform their critical function at any location when called upon by the active force.

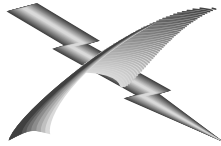
- Cryptologic community: support the cryptologic mission at Commander, Naval Security Group Command or various NAVSECGRU commands worldwide.

- Working in operational billets

Continued on next page

CTR - Work Within Your Rotation

I'd like to take this opportunity to address a few of the major issues that detailers must deal with every day. Hopefully, the information will help make your transfer and negotiation process easier for you and your family.



First and foremost, we do not normally approve extensions on Type 1 (shore) duty, except under the most unusual circumstances. Many Sailors are unclear as to why we disapprove shore duty extension requests. Keep in mind that every time we extend a Sailor on shore duty, another Sailor must be extended (oftentimes involuntarily) on sea or overseas duty.

Put yourself in the Sailor's position who just completed 36 months at sea. What would you think if the detailer told you that although you are due shore duty, he was going to extend you on board for a year so a shipmate of yours can stay another year on shore duty? Be reasonable when submitting an extension request, and be prepared to provide documentation to assist us in making the right decision.

CTA - Career Opportunities, continued

at sea or in the air to experience the Fleet perspective while performing independently.

- "A" School instructor: train new accessions in the tasks and functions of a CTA in an ever-changing technological environment. As an instructor, you will be tasked with creating and training the CTA of the 21st century.

As you review these career opportunities, keep in mind that each position has specific criteria that must be met. For example, staff duty requires flag screening and duty with the Defense Courier Service requires that you must be physically fit. Additionally, there may be other paygrade, evaluation and experience requirements. The bottom line is that we enjoy wide and diverse career opportunities as cryptologic administrators.

Billet increases: NSGA San Diego. Billet decreases: NSGA Rota and NSGA Northwest. Deleted billets: NSGA Winter Harbor.

*CTACS(SW) Thaddeus Apa
CTA Detailer
PERS-408CK*

Second, but no less important, are spouse collocation requests. It's a fact of life that many of us are married to other military members. When a Sailor submits a 1306 for spouse collocation, he or she is telling the Navy (or another service) that "being together" is their number one concern. Although that may be your primary concern, we must take into consideration such things as sea/shore rotation, career progression, and number of dependents when considering approval of spouse collocations. You can submit spouse collocations up to 12 months prior to your PRD. When you submit your request, you must be willing to be flexible - I've worked several spouse collocations where we were only able to offer one duty location. As a result, there are many Sailors who have opted to do unaccompanied tours. We try to approve every spouse collocation, but be advised that they are only requests - not guarantees!

Finally, I'd like to address JASS. What we advertise on JASS is what's available to you and the Sailors who fall within the same PRD window. Contrary to popular belief, there is nothing else available (aside from recruiting, recruit division commander, etc.). Once you've taken a look at what's on JASS, call and ask us for career guidance. When you call, be prepared to discuss your options (e.g., schools or duty location desired) and any information that might have a bearing on your next assignment. It is very important that you keep your career counselor informed of your plans or conversations with your detailer. Far too many times, we receive your JASS application and then have your career counselor call us on the same matter. In essence, this takes time that could be spent with another one of your shipmates.

I know it's sometimes extremely difficult to get through to the detailers. Let me assure you that we make every effort to reply to phone calls and E-mails. Keep in mind that we have two CTR detailers representing a community of over 3,200 and we are constantly on the road visiting our Sailors at commands all over the world. "Stand tall, stand proud."

*CTRC(SW/AW) Tuck Williams
CTR E5 and Below Detailer
PERS-408CH1*

CTT - Sea and Aircrew Opportunities

I often hear from young Sailors who are interested in sea duty but are hesitant for various reasons. Here is an excerpt from an E-mail that I received:

"I terminated shore duty early at Denver in December 98, because you needed someone to fill a critical billet on USS Kitty Hawk (CV 63), the forward deployed carrier in Japan. I must say, surprisingly, that I have actually enjoyed myself. A Gulf deployment upon arriving here was not actually that bad and made the time go by fast. I earned my ESWS pin my first six months on board (though I can't officially wear it until now), and will soon have my EAWS pin. I was made first the LPO and then acting LCPO for SIAC (Strike Intelligence Analyst Center) and even have my name on the ship's bulkhead. I just wanted to say thank you. It has opened my eyes to how the Fleet lives and works."

We have an exciting rating with opportunities at sea, on submarines, aircrew and some great shore duty locations. If you are unsure about applying for a billet, give me a call. I am compiling information on many of our duty stations. If I don't have the answer, I can usually put you in touch with people who can answer questions about OPTEMPO, schools, cost of living, etc. More information about a prospective command can often ease concerns and build enthusiasm for you and your family.

The CTT/EW merger is set for October 2003. Over sixty CTTs have already stepped up to fill gapped EW billets at sea. To these Sailors, I say "thank you." Your performance is setting the tone for the merger, and the Fleet's response has been overwhelmingly positive. I look forward to detailing you to some well-deserved shore duty when your tour is complete.

If you are considering an EW billet but have concerns, give me a call. CTTs of every paygrade and background are succeeding in these billets. The EW

detailers and I will get you the training you need to succeed.

Currently, the SPECWAR program has the attention of very senior Navy leadership personnel. It is imperative that the CTT community make this initiative a success, as we have gapped billets at both San Diego and Norfolk, Va., and filling them is my number one priority.

SPECWAR volunteers man the MARK V Special Operations Craft and operate the Privateer system in support of special operations. To volunteer, you must be in excellent physical condition (strong swimmer/runner) and have normal color vision. Volunteers are screened and sent through the nine-week Special Warfare Combat Crewman (SWCC) basic training in San Diego. Volunteers will be detailed to SWCC school about two weeks early in order to complete two weeks of mandatory pre-training (physical conditioning). Graduates earn their Combat Crewman designation and are stationed in either San Diego or Norfolk as part of a DIRSUP pool. If you are in shape and have what it takes, give me a call. CTT personnel who complete a successful tour in SPECWAR will receive my (and my future relief's) utmost attention with regard to follow-on tours and any other program we can help you with. This is a clear path to future success in the Navy. As I said earlier, SPECWAR is my highest priority fill.

On another note, congratulations to the two CTTs who were picked up for the Seaman to Admiral program. One was selected out of the DIRSUP shop in Yokosuka, Japan, while the other is completing a tour aboard a PC boat out of San Diego. Both had received their warfare pins.

I have received several questions about the 2735 NEC - Information Systems Administrator. Our core skill will remain ELINT, so we will not be a source rating for NEC 2735. The 2735 coded billets are transitioning to the CTOs and, to some extent, CTMs. Conversions will be reviewed on a case-by-case basis.

That's all for now. Keep up the great work and never be afraid to give us a call.

*CTTC(SW) Joseph C. Romano
CTT Detailer
PERS-408CJ*

Applying for a
Commission has
Never Been as Easy!
See Pg. 7 for details.



EW - Negotiating Your Next Orders

As I depart for my next assignment, I'd like to say thank you and farewell to those of you who have assisted me over the last three years. This has been a very rewarding tour. If you're ever given the opportunity to be a detailer, I would definitely recommend it. Welcome aboard to my relief, EWCS(SW) Robert Lanham, arriving from USS JOHN HANCOCK (DD 981). Please provide him the same outstanding support you've given me.

First off, let's talk about strikers. As strikers make up a support base for our rating, they need to be groomed to progress in their careers competitively with our other rated personnel. An option we can offer them is the STAR program. This program gives a Sailor the opportunity for advanced technical training, and allows them to transfer to another command to further round out their experience. In this way, the Navy gains another trained technician in the Fleet. Contact your CCC and detailer for specifics.

Shore duty is something most of us look forward to; however, with the reduced size of our rating and numerous command realignments, finding that perfect shore duty can sometimes be very challenging. In the past, if a junior Sailor desired a shore billet, he was usually assigned to a general duty billet. They can now fill many of the same challenging assignments that were reserved for more senior personnel. For the hard-charging Sailor, recruiting duty is a challenging opportunity that could also mean a little time close to home. Also, E5 and above Sailors who have not had an instructor tour

and are looking for a challenge should consider assignment as a recruit division commander at Great Lakes.

We continue to receive requests concerning EW/CTT billet options. We will entertain any request we receive; however, you must contact us prior to submitting your request. The most common reason requests are not approved is due to a lack of a clearance. Unless you have a final TS/SCI as an EW, you cannot be billeted to a CTT assignment. If your clearance is in order and you've completed your prescribed sea tour, we'll do everything we can to get you into that CTT billet you desire. If you've completed at least 24 months of your PST and desire to try something more unique, consider volunteering for direct support as aircrew, subs or SPECWAR. Contact your detailer for additional information.

Job Advertising and Selection System (JASS) is now available via BUPERS Access. All personnel with access to the Internet have JASS access. Just follow the link <http://www.bupers.navy.mil> and select BUPERS Access at the menu option. Once there, use your SSN and birthdate to get into the site. Cruise around the site and see what is there. We'll continue to provide even more information as the site grows.

Next time you're cruising the Internet, check out some of these EW sites: BUPERS Web Site, at <http://www.bupers.navy.mil>, or SURFLANT/PAC's Web Sites, at <http://www.cns1.spear.navy.mil> and <http://www.surfpac.navy.mil>.

Farewell, and I'll see you around the Fleet!

*EWCM(SW/AW) P. Bower
EW E6 and Above Detailer
PERS-408CL*



Stay Navy!

Sea Special Programs

Get Promoted on New Construction

Looking for a career boost? New construction has something for you! In case you didn't know, 80 Sailors on new construction ships were selected for chief petty officer. Are you convinced? In addition to exceptional career growth opportunities, new construction billets offer NEC-awarded training, additional damage control training, and East or West Coast PCS moves. Additionally, certain billets (accounting codes 106) count toward sea time.

The majority of ratings billeted for pre-commission ships require NEC training. If you are a CT, EN, ET, EW, FC, GM, IC, IT, MS, OS or STG, you are eligible for NEC training with pre-com orders.

While at the pre-com detachment in San Diego (for West Coast assets) or Norfolk, Va. (for East Coast assets), you will receive additional damage control training. This training includes new and refresher training, shipboard fire fighting and ship's familiarization training. For Sailors looking to earn

their ESWS qualification, pre-com DC training is the first step to getting you qualified!

If you receive pre-com orders in a 106 accounting code, time during this status counts toward your sea time for rotational purposes. If you are in a 106 status at the unit (shipyard) either in Pascagoula, Miss., or Bath, Maine, and a geographical bachelor, after 60 days you are entitled to a free round-trip flight from the shipyard to your dependent's location every 30 days.

How do you get orders to new construction? Call your rating detailer! Your rating detailer has a list of pre-com billets. If a billet is available and you request it, your rating detailer may nominate you to new construction.

As your new detailer, PERS-409 schedules all NEC schools, arrival and departure dates to and from the detachment and the unit. Pre-com orders may involve accounting codes 106, 341, 352 or 100. Code 106 is for Sailors who

are going to remain in one area for six months or more; 341 is for per diem at locations other than your ship's detachment or unit; 352, for per diem status for periods less than six months, and 100 is applied once you are written orders to the ship.

Upon receipt of new construction orders, you have 10 days to complete and submit your screening to PERS-409 via message. Screening requirements may be found on our Web Site or in ENLTRANSMAN Ch. 10. In addition, you must obligate two years of service past the in-service or delivery date of your pre-com unit.

Convinced? Call your rating detailer today! Visit our Web Site for more information on these exceptional opportunities at <http://www.bupers.navy.mil/pers409>. Hope to see your name on a set of pre-com orders soon!

*HT1(SW) Jodi L. Hendrix
New Construction Detailer
PERS-409CD6*

New Construction

<u>Name</u>	<u>Hull No.</u>	<u>Homeport</u>	<u>Delivery Date</u>	<u>Detailer</u>
LASSEN	DDG 82	San Diego	Feb. 2001	HT1(SW) Hendrix
HOWARD	DDG 83	San Diego	March 2001	ET1(SW/AW) Baker
IWO JIMA	LHD 7	Norfolk, Va.	April 2001	FCC(SW) Hummer
BULKELEY	DDG 84	Norfolk, Va.	Aug. 2001	ET1(SW/AW) Baker
MCCAMPBELL	DDG 85	San Diego	Sept. 2001	BMCS(SW/FMF) Beaman
SHOUP	DDG 86	Everett, Wash.	Feb. 2002	HT1(SW) Hendrix
MASON	DDG 87	*Atlantic	May 2002	FCC(SW) Hummer
PREBLE	DDG 88	*Pacific	Aug. 2002	AE1(AW/SW) Taranski
RONALD REAGAN	CVN 76	*Pacific	Feb. 2003	OSCM(SW) Hixson
MUSTIN	DDG 89	*Pacific	Jan. 2003	GM1(SW) Anderson
CHAFEE	DDG 90	*Pacific	Feb. 2003	ET1(SW/AW) Baker

*No official home port announced

Sea Special Programs

Technology So High Our Boats Fly

Looking for a little career diversity? Operating on board the Navy's most high-tech landing craft will provide you with that once-in-a-lifetime opportunity.

Imagine, launching from the well deck of a Gator in the early morning hours. Using night vision goggles to determine your position, you cruise inches above the water at 40 knots carrying a 60-ton payload and 23 Marines. You and four other craft transit 60 nautical miles, then exit the surf zone just moments after the amphibious assault vehicles and Cobra helicopters secure the beach. You offload the Marines and prepare your LCAC to fly back for more.

Think you've got what it takes? The craftmaster position is open to all chief petty officers. Responsible for the safe operation and navigation of a multi-million dollar craft, craftmasters have many of the same responsibilities as the commanding officer of a Navy ship. The engineer is responsible for the operation, maintenance and repair of all craft propulsion, electrical and auxiliary systems. They are also cross-trained to operate the craft should the craftmaster become incapacitated. The navigator is responsible for the safe navigation and



collision avoidance of the craft, along with monitoring the communications on the craft's four radios.

If you want some excitement in your career, consider a tour with one of our assault craft units. Screening requirements are found in the ENLTRANSMAN 9.48 or on our Web Site at <http://www.bupers.navy.mil/index.html>.

*BMCS(SW/FMF) Tim Beaman
LCAC Program Detailer
PERS-409CD4*

More Ships On Line for Women

Greetings from Millington. The Women in Ships program continues to provide opportunities for women to serve at sea. To date there are 105 ships that are integrated for women, with over 11,000 racks to fill. FY01 will bring three more ships on line for women to serve on: USS SAIPAN (LHA 2) in May, USS THOMAS S. GATES (CG 51) and USS NASSAU (LHA 4) in June.

Serving aboard a ship is an important aspect of your career. This year, 392 women were promoted to chief. The majority of these Sailors

were on sea duty - proof that this helps you advance. For all E5 and E6 women, there is always a need for your leadership at sea. If you are looking for a new challenge, consider being part of an initial embarkation of women.

When you reach your nine-month window, contact your detailer to review billets in JASS. Ships that are integrated will have an asterisk (*) by their name. Your detailer will verify if a rack is available on a particular ship. The detailing system is designed to match the Navy's requirements, while taking into

consideration your professional and personal preferences. It is important to remember that I personally do not write your orders, your detailer is ultimately responsible for writing them. Contact your detailer for a rewarding sea tour today!

For more information on Women in Ships, take a look at our Sea Special Programs Web Site at <http://www.bupers.navy.mil/pers409/index.htm>.

*NCC(SW/AW/IUSS) Greta Gary
Women in Ships Coordinator
PERS-409DE*

Shore Special Programs

The Benefits of Recruiting Duty

I'm YN1(SW) Moore, and although I am the new E6 Recruiting Detailer, *I am here to serve E4s and E5s also*. Recruiting detailers are a team, and constantly practice teamwork by helping each other in any way we can. Being a detailer is the perfect billet for me, because I am a yeoman and truly believe in customer service.

Recruiting is a very demanding job. You have to be a dedicated, hard charging Sailor who enjoys people and understands their wants and needs. Your job as a recruiter is to get involved in the high schools, clubs, churches and colleges, where you'll meet a lot of interesting people and see a lot of interesting things.

Recruiting can be very rewarding with plenty of incentives. How about recruiting in your hometown or close to the location of your choice? How about earning more money? Recruiting offers Special Duty Assignment Pay (SDAP) of \$375 per month. It's like a \$4,500 annual bonus. You may also be entitled to a government vehicle, a gas card, a cellular phone, choice of coasts, training (sales skills), sea-duty credit and a laptop computer for use in your duties.

REIP (Recruiter Excellence Incentive Program) - At sea, the Navy has the Command Advancement Program (CAP). In recruiting, we have the REIP Program. Both are similar spot promotion programs, which are awarded to those individuals who go above and beyond the call of duty. To qualify for REIP, you have to demonstrate superb, superior performance. You can put on another chevron for your hard work and dedication.

Choice of Coast - You can basically pick where in the United States, or in some cases, overseas, you would like to recruit out of. If I have the specific location you are looking for, you will receive it. If I don't have your hometown, I can point you in the right direction as to how you can get as close to home as possible. In addition, personnel assigned as production recruiters will be guaranteed their choice of coast assignment upon completion of a full 36-month recruiting tour.

Training (Sales Skills) - To become a recruiter, you will have to learn that communication and customer service are major factors in recruiting. We believe in the motto, "the customer is always right." In order to obtain these basic skills and others, I will send you to our five-week recruiting school in Pensacola, Fla. Upon graduation from school, you will receive NEC 9585. From there you'll report to your district.

Sea-Duty Credit - Production recruiters (NEC 9585) at certain NRDs receive sea duty credit upon successful completion of a 36-month tour. Those who extend their tours will be given sea duty credit for the extension period at the same rate they earned for their original tour (e.g., if a member received 24 months credit for a 36 month tour, that member will receive eight months of additional credit for a one-year extension). Sea duty credit is authorized for one extension only.

Recruiting gives you a chance to say that you have helped shape the future of the United States Navy. So, join our team and help make the world's strongest Navy even stronger!

YN1(SW) Moore
E6 Recruiting Detailer
PERS-4010C2

You Can Help Your Shipmates Succeed

Are you interested in challenging duty, learning and using new skills, helping your shipmates succeed and worldwide assignment? If you answered "yes" to any one of the above, the Naval Leadership Training Unit (NLTU), Counseling And Assistance Center (CAAC) and Equal Opportunity Advisor (EOA) programs are for you!

As an Equal Opportunity Assistant (EOA), you will provide commands with equal opportunity expertise in prevention of sexual harassment and discrimination, and improve quality of life through the use of data collection and field investigations. You will attend a 15-week school at the Defense Equal Opportunity Management Institute (DEOMI) in Cocoa Beach, Fla., and earn NEC 9515 upon graduation.

Instructors at Naval Leadership Training Units (NLTU) facilitate class discussions on a variety of leadership styles and their applications. Using motivation, you will provide information on effective management techniques and improvement processes. The training is a seven-week school at NLTU Virginia, and graduates earn NEC 9518.

Counseling and Assistance Center (CAAC)

Continued on next page

Shore Special Programs

RDC is an Excellent Career Move

Why is this the job for you? Right now, the current advancement rate for Recruit Division Commander (RDC) is 15 percent higher than the Fleet. You will receive two NECs, 9502 and 9508. You also have the opportunity to get your Master Training Specialist (MTS) qualifications, which is ultimately equivalent to another designator. RTC also has the Command Advancement Program (CAP), which enables the commanding officer to

advance Sailors who continuously show outstanding performance.

Along with these incentives, you will receive \$275 per month special duty pay, plus an annual clothing allowance. There are always three RDCs per division, so working hours aren't as long, providing more time for your family. All housing has just been remodeled, and the school systems are outstanding.

This is the chance you may have been looking for to pull away from the crowd and be the stand out

Sailor. Don't pass this chance up. For screening information, see your CCC and look at ENLTRANSMAN Ch. 9.53, then contact your rating detailer and ask to be released to Shore Special Programs.

Also, check out our Web Site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>.

*BMCS(SW) Mercer
RDC/MEPS/FAST/USS CONSTITUTION/
USS ARIZONA Memorial Detailer
PERS-4010D*

The Physical Security Adventure

I have assumed the duties as the leading detailer for physical security (NEC 9545) billets, and look forward to serving the Fleet.

If you are a hard-charging Sailor looking for a rewarding tour with the Navy's finest security force, then this is for you. One thing to remember: before you contact me or any of the physical security detailers, research ENLTRANSMAN Ch.

9 to ensure that you qualify for this type of duty. This is the perfect opportunity for you and your family to spend quality time together, enjoy the benefits of overseas duty and receive top-notch training in law enforcement. You'll have opportunities to live in countries that others pay to visit, plus the opportunity to be home when your work shift is done.

Physical security offers Type 1 duty (shore duty) and Type 3 duty (overseas sea duty). If you're looking for a different adventure in your career, physical security is the thing for you.

For more information, contact your command career counselor or one of the physical security detailers for your paygrade (listed in the LINK directory in the back of this issue). Also, check out our Web Site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>.

*BMC(SW/AW) Robinson
Physical Security E6/Leading Detailer
PERS-4010E*

You Can Help Your Shipmates, continued

counselors are drug and alcohol counselors who provide assessments, education and treatment to command members for alcohol and substance abuse. They also provide counseling for individuals and facilitate groups on substance abuse prevention. CAAC counselors attend a 10-week school at the Naval School of Health Sciences in San Diego. Graduates earn NEC 9522.

Requirements for these pro-

grams are listed in the ENLTRANSMAN 9.16. Contact your rating detailer and request to be released to Shore Special Programs (4010D1). Once released, contact me. You can also visit our Web Site for additional information on special programs, at <http://www.bupers.navy.mil/pers4010/index.html>.

*GMC(SW/AW) Arguello
EOA/NLTU/CAAC Detailer
PERS-4010D1*

Approaching High Year Tenure?

See NAVADMIN 284/00 for changes that may affect you.

Shore Special Programs

“A” School Training Opportunities

Are you interested in attending “A” school? There are openings in all but a few “A” schools. Check out our Web Site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>. If you can demonstrate individual initiative toward qualifying for the rating requested (i.e. correspondence courses, OJT, civilian experience, off-duty education, etc.), the better your chances are for approval. Our aim is to train the best qualified member at “A” school, and that can be you!

NATO / Personnel Exchange / Joint Duty / Attache

Looking for a challenging and career enhancing shore duty billet? Look no further. I have billets throughout Europe, Hawaii and the United States. These billets involve duty with our NATO Allies, Personnel Exchange Programs and assignments with the Air Force, Army and Marines.

ENLTRANSMAN Ch. 9 has the details. Screening for Flag Allowance Duty is required, and for most of the assignments, you must be a U.S. Citizen (by birth or naturalized) and be eligible for a security clearance.

If you are interested in any of these assignments, you must contact your rating detailer and request to be released to Shore Special Programs if he/she has a billet available for you to fill. Once you have done that, I will forward your command the flag allowance screening, and when I receive a message from your current command that you qualify, I will write orders to your new command.

For more information, check out our Web Site at <http://www.bupers.navy.mil/pers4010/index.html>.

I look forward to working with you in the future.

*YNCS(SW) Jan Medley
PEP/Attache/NATO/Joint Placement
PERS-4010G*

When you are ready to apply, visit your command career counselor for assistance with your package. To be eligible for “A” school, you must:

- Be willing to incur additional obligated service if required.
- Meet ASVAB score requirements as listed in ENLTRANSMAN Ch. 7.
- Have no record of conviction by any court-martial and not more than one NJP during the 18 months preceding assignment to school.
- Have been on board your present command 12 months prior to submission of request, for transfer at the 18-month point. Conversion requests will normally be approved for transfer at PRD.

Requests for conversions of designated personnel shall be submitted to PERS-815. Your request will be routed to your present/future detailer, then mailed to Washington, D.C., to be reviewed by your present/future enlisted community manager. This process should take about four to six weeks before final determination is obtained.

One common question we hear at PERS-4010S concerns ASVAB test score waivers. If you are within the waiverable limits per ENLTRANSMAN Ch. 7, ensure a justification for the waiver request is provided within your package. If you are not within waiverable limits, you may be eligible via the JOBS program. OPNAVINST 1514.1C explains eligibility requirements to acquire an “A” school via JOBS. Available opportunities with JOBS are listed in the accompanying box.

Strand Ratings	ASVAB	Location
IV AE, AT, CTM, EW	AR+MK+EI+GS=198	NATTC Pensacola, Fla.
VII AD, AME, AMH, AMS, AO, AS, PR	AR+MC+AS=144	NATTC Pensacola, Fla.
IX ET, FC, GM, STG, CTO, CTR, CTT, IS, OS	AR+2MK+GS=184	SSC Great Lakes, Ill.

If you desire to attend “A” school and you are qualified, we are waiting for you to apply! Make the most of your Naval career, and use the opportunities available to you.

*PNC(SW) Clint Christiansen
“A” School LCPO
PERS-4010S2*

Shore Special Programs

Flag Staff or Presidential Duty in Washington, D.C., or Memphis

Is a Presidential or flag staff billet the type of challenge you've been looking for? High-level Washington, D.C., and Memphis, Tenn., commands continually need top-notch Sailors like you. If you make the cut, you could be assigned to duty in the White House, Camp David, Joint Chiefs of Staff, State Department, Defense Intelligence Agency, SECDEF, SECNAV, OPNAV, BUPERS or CNRC to name just a few. Requirements: you must be a volunteer, have a sharp record with superior evaluations, meet Navy Physical Readiness Standards and be screened in

accordance with ENLTRANSMAN 9.44. Things that help for selection: Possess or be eligible for high level security clearances, have earned a warfare pin and have served at sea. Ratings most often needed are YN, PN, IT, ET, CTA, CTI, CTM, IS, CE, BU, UT, PH, JO, OS and SK, though on occasion, opportunities become available for other ratings.

Contact your rating detailer when you're in the nine-month detailing window. Ask to be released to PERS-4010F for Washington, D.C., or NSA Memphis placement. When released, contact PERS-4010F to discuss screening and

assignments. To make contacting us even easier, don't bother with the phone. Contact us directly using E-mail. There's never a busy signal, and it gives us an opportunity to staff your request and return an answer, often in the same day. Check out our Web Site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>.

*YNCS(AW) Schmidt
Major Washington & Memphis Staffs
PERS-4010F*

Flag Mess and Enlisted Aide



It has been my pleasure serving the Flag Mess/Enlisted Aide community. I wish to welcome my replacement, MSCS(SW/AW) Kevin Clarida. I want to thank all

that have volunteered to keep these challenging billets filled, and wish you all well in your future careers.

It has been a very successful year of training current and future enlisted aides. We're graduating 32 people at the challenging program at Starkey Intl. household management school in Denver. These Sailors have become certified household managers and are on the road to becoming very successful and sought after enlisted aides. Next year there will be openings for four Sailors per class, provided the money is allocated.

Volunteers in pay grades E5-E9 may apply for the Enlisted Aide program any time throughout their career. Submit an enlisted personnel action request (NAVPERS 1306/7). You should include an endorsement from your commanding officer on letterhead, and copies of your last 36 months of performance evaluations. For more

information, refer to ENLTRANSMAN 9.48/9.60, SECNAVINST 1306.2 and DOD directive 1315.9.

You can also check out our Web Site for more information, at <http://www.bupers.navy.mil/pers4010/index.html>.

*MSC(SW) Doug Marsh
Flag Mess/Enlisted Aide Detailer
PERS-4010F2*



<http://www.history.navy.mil>

P-3 Flight Engineers In Demand

The aircrew program is a volunteer program, and it's because of this that I need to solicit everyone's help. The Naval Air Reserve is running into a shortage of P-3 Flight Engineers (NEC 8251). I need you all to pass the word and keep your eyes open for those hard-charging individuals who deserve the opportunity to expand their aviation careers. If you are a previously qualified P-3 Flight Engineer or are an E5 or above with P-3 or C-130 experience, then you are who we are looking for. If you would like to apply for the Flight Engineer Program, submit a 1306/7 through your chain of command, requesting to be released to the Aircrew Program. If you have any questions about the Flight Engineer Program, please feel free to call me.



The Career Enlisted Flight Incentive Program (CEFIP) is in full swing. We have worked very hard at getting everyone crossed over to this new system. Just a quick note, I am the point of contact for all TAR personnel in regard to CEFIP. This means if you need to start or stop a member's flight pay, or just have a general question, then I am your man. The local personnel support activities have no control over the CEFIP program as of right now, so don't bother them. Thank you all for your help in making this a smooth transition. Fly safe!

AWCS (AW/NAC) *Kenny Lee*
AC/AW/AZ/Aircrew Detailer
N-417

The Advancement Enigma

"What in the world are they looking for...I've done everything I can do and just can't get advanced!" It's a statement that detailers hear often as we discuss assignment options with our constituents. When we then pull up that individual's assignment history, we often find it has been many years since he or she has been to sea. We may then be told the individual is a "green" Sailor.

When I am called by a customer, I take it as my personal duty and responsibility to find a way to get them advanced. I study their assignment history and try to find an assignment that will meet their needs, the needs of the Navy and keep them moving up. Since each advancement cycle and selection board is a little different, the formula for advancement is definitely somewhat of an enigma, but there are some tried and true standards, which if met, will keep you on the right track.

One prime way to make yourself promotable is to maintain your sea-shore rotation. If you are a BM and have been on shore duty for the past 12 years, don't waste our time trying to convince me to let you stay on shore duty. You need to go to sea. I would be doing you, the Navy and all of my other BMs a disservice if I let you remain on shore duty. The same holds true for ETs, ICs and ITs. Each of these ratings is considered sea intensive, and if you don't get back out to sea when it is your time, you lose your competitive edge. I keep

hearing a rumor that sea duty is "bad" for you, that it is not career enhancing. This is interesting in light of the fact that virtually every CPO selectee this year from the rates I detail either just completed a successful sea tour

Continued on next page

New AO/AN/AT Detailer Reports

Hello, I'm ATC(AW) Carl Miles, and I've taken over as the new AT/AO/AN detailer. First off, I would like to thank ATCS(AW) Mike Malenky for the leadership he has provided to our communities over the past couple of years, and wish the best of luck to him in Millington, Tenn.

I am very happy to be working at this desk, and for you. I have one simple guiding principle; To meet the needs of the Sailors along with the needs of the Navy and the commands, so the end result is a win-win situation for all involved. The best way to accomplish this is with open and realistic communications between the Sailor and the detailer. You need to contact me at

Continued on next page

GENDET Guaranteed Home Port of Choice Program Explained

Under the Guaranteed Home Port of Choice Program, Navy Recruiters contact GENDET detailers on a daily basis to secure home port guarantees for prospective enlistees prior to signing a contract. The program, which began Oct. 5, 1999, affords recruits the opportunity to select their first duty assignment from eight geographical locations such as Pt. Mugu, Lemoore, or San Diego, Calif.; Norfolk, Va.; Washington State, Japan, Jacksonville, Fla., and Hawaii. At present, over 95 percent of the home port guarantees requested have been met. On Oct. 3,

2000, the program expanded to allow potential non-designated submariners to select their first duty assignment from five submarine home ports such as Groton, Conn.; Kings Bay, Ga.; San Diego; Bangor, Wash., and Hawaii.

Assignment to LIMDU.

Limited duty is the assignment of a member in a duty status, following a medical board, for a specific period of time with certain medical limitations and restrictions. LIMDU is covered in the ENLTRANSMAN

Ch. 27. Detailers must have a valid billet in which to assign a member to limited duty status. If proper care is not available in the area where originally assigned, the detailer will move the member to an area where a medical treatment facility is available.

*PNI(SW/AW) L. R. Woods
Immediate Avails Lead Detailer
EP472A*

Advancement Enigma, continued

or was on one when selected. The bottom line is, if you are in a sea intensive rating, sea duty is not only good for you, but it is a vital component in your formula for advancement. I have confirmed this in detailed conversations with the Force Master Chief and recent selection board members.

Remember, if I let you remain on shore duty, someone else has to remain on sea duty. Sea duty is demanding and difficult, but our core values demand that everyone do the right thing by doing their fair share. It is not only the honorable thing to do, but will assist you in your rise to the top.

*ITC(SW) Tony Milligan
TAR BM/ET/IC/IT/SN Detailer
N419*

Navy College Program Online



<http://www.navycollege.navy.mil>

New AT/AO/AN Detailer, continued

your nine-month window, and must be under orders at the six-month mark. This gives me time to acquire required school quotas and gives you time to prepare for your move. The earlier you begin, the better the chance you have to get the orders you desire.

You must remember it is becoming more and more competitive when it comes to making rate. When your detailer offers you an

assignment that he suggests might help you enhance your career, he is talking from experience. There are many rewarding and career broadening opportunities available, waiting for the right person to step up.

I am looking forward to working with each and every one of you. Don't hesitate to call or E-mail me. My E-mail address is nrpc-n412@nrpc.nola.navy.mil.

*ATC(AW) Carl Miles
AT/AO/AN Detailer
N-412*

Joint TAD Opportunities

TAD Billets Offer Chance for Travel

Here is your opportunity to contribute to real world operations. By volunteering for these operations, you employ your expertise and gain additional experience. TAD assignments are usually 120 to 179 days in length and require your commanding officer's approval to participate. Your command incurs no travel or per diem costs; ADSW funding is available for reservists.

Can't go right now? We maintain a database of volunteers for future assignments. Visit our Web Site at

<http://www.bupers.navy.mil/jtad/jtad.html>, or contact PNC(AW) Cathy Drew or me for more information. Look for Code N123C in the Enlisted Community Managers /Technical Advisors section of the *LINK* Directory for telephone numbers and E-mail addresses.

CDR John Kroft
Joint TAD Contingency Operations
N123C

TAD Opportunities

<u>Billet #</u>	<u>Billet Title</u>	<u>Requirements</u>	<u>Date</u>	<u>Days</u>	<u>Location</u>
LO1B/02	Admin Support	YN2, Secret	8/27/01	179	Riyadh
LO1C/005	OPINTEL Analyst	IS2(Min), 3924, TS-SCI	5/04/01	179	Riyadh
R00117	ACOC Liasion	IS2, TS-SCI	7/30/01	179	Riyadh
R00585	C4 Req./Operations	IT2	5/11/01	179	Riyadh
R00586	Radioman	IT2	6/14/01	179	Riyadh
R00590	Journalist	JO1	3/20/01	179	Riyadh
R00740	5D/JMCIS OP	IS3-IS1, 3922/23/24, TS/SCI	8/20/01	179	Riyadh
R00741	Transportation Mgr.	E6, 2181, Secret	3/06/01	179	Riyadh
R00800	ADSA	FC1 or ET1, Secret	8/18/01	179	Riyadh
R00815	DB Mtg. Spec.	IS3-IS1, 3924, TS-SCI	7/22/01	179	Riyadh
R00819	DB Mtg. Spec.	IT2, 2776 or 2770, Unix/Oracle	4/14/01	179	Riyadh
UHH604	TCCC	ITC-ITCS, 2319/79, TS-SCI	4/08/01	179	Bahrain
DEF MLE 004	Navy Cell Admin.	YN1-YNCS, Secret	10/01/01	179	Italy
CTF-FA 108	Admin NCO/OIC	YN1 or PN1, TS-SCI	8/26/01	179	Germany
CTF-FA 110	Contingency Personnel	YN1, TS-SCI	7/28/01	179	Germany
CTF-FA 252	RFI Mgr.	IS2, TS-SCI	7/16/01	179	Germany
CTF-FA 614	COMSEC Custodian	CTO1, TS-SCI	4/14/01	179	Germany
CTF-FA 1350	CSG Analyst	CTR1, TS-SCI	1/22/01	179	Germany
CTF-FA 1752	Intel Specialist	IS1, TS-SCI	1/08/01	179	Germany
ECMC 005	SIGINT Ops.	CTRCS, TS-SCI	Immed.	179	England
NICS 005	Special Sec. Rep.	CTA2, TS-SCI	6/30/01	179	Sarajevo
NICP-018	CSG Analyst	CTR1, TS-SCI	3/29/01	179	Pristina
AFOR2-029	JWICS Technician	CTM1, TS-SCI	3/06/01	179	Germany
AFOR2-030	JWICS Technician	CTM2, TS-SCI	3/06/01	179	Germany
AFOR2-054	Admin NCO	E6, 9190, TS-SCI	8/01/01	179	Germany
CTF200-025	Pol-Mil Analyst	IS1, TS-SCI	5/17/01	179	Turkey
CTFMP00-036	CAOC Controller	IT2, Secret	5/13/01	179	Turkey
CTFMP-061	OPSEC U-Controller	OS2, IT2 or AW2	12/01/01	179	Turkey

LINK Survey

Tell Us What You Think About *LINK*

The editors of *LINK* need your help in making this magazine the best it can be. Your input is valuable, and will help us publish an even better *LINK* Magazine in the future. Please circle your choices on the survey and fax or mail your survey to us (see below). The survey will only be used by *LINK*, and you will not be asked to provide your name or any individually identifiable information. Thank you for your help!

1) *LINK* gives me career information that is useful, accurate and valuable.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

2) I find the articles written by my detailer to be useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

3) I find the articles written by my Enlisted Community Manager and Technical Advisor useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

4) I find the articles in the "Put In For My Outfit" section of *LINK* useful and informative.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

5) An article in *LINK* has influenced my decision to continue my college education, apply for a commission, pursue an "A" or "C" school or convert to another rating.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

6) *LINK* has been helpful to me in making career decisions.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

7) *LINK* would be more useful if more copies were mailed to my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

8) It's easy to find copies of *LINK* at my command.

- a) strongly agree
- b) somewhat agree
- c) neither agree nor disagree
- d) somewhat disagree
- e) strongly disagree

9) Do you have access to the Internet?

Yes/no

10) Have you been to our Web Site (<http://www.bupers.navy.mil/periodicals>)?

Yes/No

11) What would you change about *LINK* to make it more informative, useful or readable? _____

Demographic info:

Your rank:

- a) E1-E3
- b) E4-E6
- c) E7-E9
- d) warrant officer
- e) officer

Your rating: _____

Years in Navy: _____

Duty location

- a) Sea Duty CONUS
- b) Shore Duty CONUS
- c) Sea Duty Overseas
- d) Shore Duty Overseas
- e) Other

Give Us Your Opinion!

Return your survey by fax at DSN 882-2613, Comm (901) 874-2613.



or,

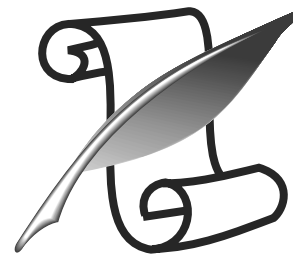
Return your survey by mail to:

Navy Personnel Command
LINK Magazine / PERS-05
5720 Integrity Drive
Millington, TN 38055-0500

Take this survey online at <http://www.bupers.navy.mil/periodicals>, and click on "LINK."

Put In For My Outfit

Become a Navy Journalist



The Journalist rating is in need of hard-charging E1s through E3s. Journalism is a diverse, exciting and challenging profession with outstanding advancement opportunity to chief petty officer as well as annual opportunities for direct commission to PAO (ensign). Navy journalists write for and edit newspapers, interact with local and national media, coordinate public relations events, and host live radio and television programs.

To qualify, you must be eligible for a secret clearance and have a combined ASVAB WK/AR of 110. A combined score of 105 may be acceptable with an approved waiver from YNCS(SW) Boyer, the Enlisted Community Manager. Call him at DSN 227-2746, Comm (703) 697-2746, or E-mail n132d10a@bupers.navy.mil for details.

To strike for the JO rating, talk with your command career counselor and send a message citing your qualifications to take the JO3 rating examination to PERS 815 (info CHINFO/OI-01 and OI-006 in Washington, D.C.). Members can request an "A" school seat in

the message, but must be willing to OBLISERV an additional 12 months if approved (seats are limited by availability).

We have challenging and rewarding journalist assignments at sea in ships, at radio and television outlets overseas and at shore stations worldwide. If you're looking for the opportunity to help promote your fellow Sailors' accomplishments, a chance to join an upwardly mobile group of Navy professionals and deal with new people every day, then the Journalist rating is for you.

For more information on the Journalist rating and the public affairs community, contact any local JO, public affairs officer or your command career counselor. You can also call JOCS(SW) Katie Suich, the JO Detailer, at DSN 882-3752, Comm (901) 874-3752, E-mail p405cfx@bupers.navy.mil, or the CHINFO Senior Enlisted Advisor, JOCM(SW) Dave Lovato, at (703) 697-4806, E-mail lovato.david@hq.navy.mil.

Your Ticket to Travel: Navy Absentee Collection and Information Center

Located near the Naval Training Center, Great Lakes, Ill., and minutes from downtown Chicago, the Navy Absentee Collection and Information Center (NACIC) is an interesting and challenging shore duty assignment with excellent opportunity for travel throughout the United States. Chicago is home to many professional sports teams and is centrally located for quick and easy travel throughout the United States and Canada.

Become part of the Navy's only deserter investigation and apprehension team. NACIC is the backbone of the Navy's deserter branch. Responsible for investigat-

ing and coordinating with civilian law enforcement for the apprehension of Navy deserters, NACIC provides escorts in the U.S. and abroad.

Are you a professional, independent thinking, responsible and reliable second or first class petty officer ready for one of the most challenging and rewarding shore duties the Navy has to offer? Are you prepared to perform frequent, short-term, no-notice travel? Do you want to liaison and work with various law enforcement agencies throughout the U.S. and Canada? Do you want to become part of the Navy's best? If you do, then oppor-

tunity awaits you at NACIC! We have billets available now for NC, STS, YN, PC, LI, EM, MA, as well as general duty female billets and other ratings. Don't let this opportunity pass you by. This is truly a unique command, ready to test and reward your abilities.

For more information, contact us at DSN 792-6578, Comm (847) 688-2106, or write us at NACIC, 2834 Green Bay Rd., North Chicago, IL 60064.

Put In For My Outfit

Move Ahead With Award-Winning HC-6

Helicopter Support Squadron SIX (HC-6) is currently advancing swiftly ahead in its transition to the CH-60 helicopter in July of 2001. We are seeking individuals to join a vibrant organization forging the way for the implementation of one of the Navy's newest aircraft. Currently, we are home to over 50 officers and 220 enlisted personnel, fulfilling a mission to train and support detachments in support of Fleet operations in the Atlantic, Mediterranean, Caribbean and Indian Ocean theatres. Furthermore, our expanding role includes support of search and

rescue detachments for East Coast Amphibious Assault ships.

Our organization is full of dedicated and highly motivated individuals. We have been repeatedly awarded the Battle "E" award. We received the Humanitarian Service Medal for rescue operations conducted in North Carolina during the aftermath of Hurricane Floyd.

Based at the Norfolk Naval Air Station, we're set in the midst of Hampton Roads, Va. The area is full of world-class nightlife, amusement parks, great schools and colleges, and an overall pleasant living

environment. If you are looking for an exciting future, come join an organization that has provided outstanding support of Fleet operations for more than 30 years, and will continue to do so with the best Sailors and the best aircraft in the Navy.

For more information, contact NC1(SS/SW) Clark, our Command Career Counselor, at DSN 564-1589, Comm (757) 444-1589 or E-mail hc6-cmc@flt.airlant.navy.mil. Our Web Site is <http://www.navy.mil/homepages/hc-6>.

VAQ-136: This Isn't Whidbey Anymore

As a new check-in to the Gauntlet Team, and upon your arrival at VAQ-136's hangar, it looks just like any other. The Skipper's front row parking spot painted in squadron colors, the squadron logo displayed proudly over the main door, and if you turn around, there's even a snow-covered mountain in the distance. It's not Mount Baker of course, it is Mount Fuji, but it's there just the same, watching over the local Prowler squadron.

As you walk through the front door, however, you start to realize this is not Whidbey.

While you wander through the downstairs work centers, you find more differences. You find the only maintenance department in the active duty Prowler Fleet (with the exception of the RAG) that continuously keeps five EA-6Bs flying. There is no going next door for help either; Hornet squadrons to the right and a Tomcat squadron to the left. The nearest Prowler squadron is 2,000 miles and ten time zones away. That's why young petty officers like AMS3 Ritchie Abuda, AT3 Hans Fraunfelder, AME3 John Draper, AE3 Ryan McGrogan, AD3(AW) Romel Mendoza and AMH3 Jonathan Williams work hard to earn the important qualifications like Collateral Duty Inspector, High/Low Power Turn, Final Checker, Ordnance Team Member, QA Represen-



tative, Hydraulic Contamination, GS Equipment Licenses and more. Everyone over-achieves by necessity. Flying 165 sorties for 298.7 hours and 184 traps during a two-month "holiday" cruise while stopping in four liberty ports is "ops normal" for the Gauntlet Team.

"The goal at VAQ-136 is to develop tomorrow's Prowler community leaders. We work hard, we play hard, and we achieve our 'anywhere, anytime, on-target on-time objective,'" states CDR Bud Bishop, Commanding Officer for VAQ-136.

As you talk to the Prowler crews who are gearing up for a practice SEAD hop that will include Hornets from the squadron next door and who will be controlled by the Hawkeye squadron across the runway, you start to realize this is not just a different Prowler squadron, but a different air wing. Every day of the year, Gauntlet aircrew are able to spend time sharing and learning ideas and tactics with the aviators that will fight together and win as Air Wing FIVE.

For more information on becoming a member of VAQ-136 Gauntlets, contact PRC(AW) Paul Zimmerman, our Command Career Counselor, at DSN (315) 264-3368 or by E-mail at q6pzimme@cvw5.navy.mil.

Put In For My Outfit

Join the “BlackLion” Pride of VF-213

Are you ready for a challenging and rewarding sea tour? Would you like to play a major role on a winning team? Come join the BlackLions of Fighter Squadron 213. Based at NAS Oceana in Virginia Beach, Va., VF-213 flies the F-14D Super Tomcat - one of the most advanced strike fighters in the world.

Our mission is “Fly-Fight-Image-Bomb and Win.” The squadron places a significant emphasis on developing, motivating, qualifying and retaining our Sailors. We

operate at the tip of the spear, bringing essential combat power to the Air Wing 11/USS CARL VINSON (CVN 70) team.

Additionally, VF-213 enjoys the best of both worlds; we live and play in Virginia Beach, and we deploy to the West Coast. While the Virginia Beach area boasts world-class hunting, fishing, boating, shopping, golfing, camping and hiking, our deployments include exotic destinations such as Hawaii, Japan, Hong Kong, Singapore and Australia. Our family-oriented

command fosters a sense of dedication and excitement that contributes to our extraordinary success. If you want to be part of the Navy’s carrier power projection capability, and the Navy’s finest fighter squadron, contact your detailer and let them know you want to be a BlackLion, or contact us directly for more information. Call our command career counselor at (DSN) 433-4535, Comm (757) 433-4535 or send E-mail to spohrjc@vf213.navy.mil.

Great Navy Leaders Wanted!

Are you a successful Navy Leader who would like to share your knowledge with the Fleet? Would you like a chance to give something back to the Navy? Are you physically fit? Are you ready for the greatest challenge of your career? Then Navy Leadership Training Unit, Little Creek, Va., needs you. We have great opportunities for highly motivated officers, chief petty officers, and first and second class petty officers who want to make a difference in the Navy.

What we do is facilitate lessons in Naval Leadership, such as: Foundations of Leadership, Effective Communications, Subordinate Development, Managing Systems and Processes, Command Development and Mission Execution. Our enlisted instructors qualify for the 9518 NEC, and officers earn AQD 261. Both have an excellent opportunity to obtain the Master Training Specialist designation

(MTS). We have a very active MTS program, because we only want the best instructors standing before our students.

In addition to having one of the most prestigious and challenging jobs in the Navy, Naval Leadership Training Unit Little Creek offers one of the finest locations. The Hampton Roads area is a premier tourist attraction, and you have the opportunity to live in a place many people love to vacation. Some of the exciting things to do in the area include visiting Busch Gardens, Colonial Williamsburg, Jamestown Settlement, Yorktown battlefields, Water Country USA and the Virginia Beach resort area. There are also great fishing locations, cultural festivals and world class golf courses. Other activities within a few hours drive include two NASCAR tracks, Paramount’s Kings Dominion, the Outer Banks of North Carolina and much more.

Great educational opportunities abound through our local Navy College Office. You will have an opportunity to earn your college degree through several schools offering on-base classes such as Saint Leo University, Troy State University, Norfolk State University, Southern Illinois University and Florida Tech in addition to several local universities offering off base classes. Many classes are taught in our facility.

If this sounds like the kind of career enhancing move you would like to make, contact our command career counselor at DSN 253-3367, or E-mail nccs.steverson@cnet.navy.mil for more information. Help us make a difference in our Navy!

Put In For My Outfit

The Land of Beautiful Beaches

Looking for a challenging and rewarding duty station located in a National Park setting and tourist vacationing spot? Search no further than NSA La Maddalena, Sardinia! Come and meet the demands of a small support facility while enjoying a unique part of Italian culture and access to European vacationing spots



that are enjoyed by major Hollywood stars. Don't forget the historic ties to America, like

the granite base of the Statue of Liberty.

Our facilities afford Sailors of all pay grades the opportunity to excel in their rate in the day-to-day support of Fleet units and the home ported USS EMORY S. LAND (AS 39). There are also great



educational opportunities. For more information, please contact NC1(SW) Carter at DSN 623-8308, Comm 011-39-0789-798-308 or E-mail carterd@lamadd.navy.mil.

NMCRC Alameda Needs Chiefs

Naval Marine Corps Reserve Center Alameda, Calif., is located in the heart of the East Bay across from San Francisco, three miles from what used to be Naval Air Station Alameda.

We are a large modern facility with 36 various types of reserve units. Staffed with an active duty crew of 18 Sailors, our mission is to ensure that assigned Naval Reservists are prepared to mobilize.

We're just minutes from the Oakland A's, Raiders

and Golden State Warriors, and across the bay from the San Francisco Giants, 49ers, Treasure Island, Alcatraz and Wine Country in the Napa Valley.

There is currently an opportunity for an active-duty chief petty officer fill (billeted for a GSM, but open to others), with other billets opening soon. For more information, please contact the Command Master Chief, MSCM(SW) Gericke at Comm (510) 769-2908, or check out <http://www.nmcrcalameda.navy.mil/>.

Change of address? Have a question?

***LINK* E-mail address:**

link@persnet.navy.mil

Put In For My Outfit

Rota, Spain is the Place to Grow

Are you a motivated ET looking for a place to shine in the sun? Ground Electronics Maintenance Division (GEMD) of Air Operations Department at Naval Station Rota, Spain, may be the tour you need.

GEMD Rota is a great place to grow! In 1999, the 24 members of GEMD received 64 personal awards, including the Commander Fleet Air Mediterranean Air Traffic Control Technician of the year. We also received a Navy Unit Commendation for our support of Operation Noble Anvil and recognition from NASA in support of space shuttle missions. With a training program that's second-to-none, we promoted 40 percent of candidates for ET2 in March 2000, as compared to 11 percent Navy-wide.



Our technicians enjoy access to our multi-media training suite and CD-ROM library with all pertinent advancement materials on hand. We also provide all-hands access to the outstanding training resources available on the Internet across our 100 megabyte Local Area Network.

Located on the southwestern coast of Spain, we are in the historic Sherry district between the ancient cultural centers of Seville and Cadiz. From bullfighting to Flamenco dancing to world-class equestrian arts and snow skiing, the area provides all the usual benefits of Naval service in a beach town, as well as the best of international culture. Rota is also a major Air Mobility Command hub providing direct space-available travel throughout Europe and the U.S. East Coast.

Morale, Welfare and Recreation and Information Tickets and Tours offices, with a specific organization for the Single Sailor Program, offer unparalleled leisure time activities. These range from trips to area bodegas (wineries), Gibraltar, Seville, Cadiz, the Sierra Nevada Mountains, Africa and other popular European destinations for the traveler. There is a no-cost cyber-café, full marina with rental craft and instruction, fencing, carpentry and auto hobby shops, a bowling center, martial arts instruction, Rota Little Theatre performing troupe and a wide variety of restaurants for those who enjoy staying close to home.

GEMD Rota is in the process of upgrading to state of the art Air Traffic Control electronics equipment. Our FPS-131 Supplemental Weather Radar is the latest in Doppler weather equipment. GEMD Rota supports the Electronic Security System and operates the only shore-based military RADIAC calibration facility.

Retention success is an indicator of a good working environment. For over two years and fifteen division members, GEMD has had 100% of our people approaching EAOS elect to stay Navy. We'd love to be the next part of your great career. Applicable NECs include 1413/71/80, 1570/74/79/80, 4749 and 9526/27/97.

For additional information on how you can climb aboard at GEMD Rota, contact ETC(SW) Jeffery LaFrance at DSN 727-3255, Comm +34-956-82-3255 or via E-mail at n361@navsta.rota.navy.mil.

Sonar Groom Team Hawaii needs You!

If you are looking for a technologically challenging assignment that will improve your electronics and rating knowledge, look no further than Submarine Surveillance Equipment Program in Pearl Harbor, Hawaii. This assignment counts as sea duty for rotational purposes and offers the opportunity for travel in the Western Pacific region. If you do not desire to travel, traditional shore duty assignments are also available.

There are many advantages to taking an assignment in Hawaii, such as greatly improved housing and COLA benefits. If you are arriving from off island, the Temporary Lodging Allowance will allow you to stay at a hotel in Waikiki while you search for suitable housing.

In your off-duty time, Hawaii offers benefits such as scuba diving, world class golfing, hiking, kayaking and surfing as well as the opportunity to pursue educational opportunities at local two and four year colleges.

If you are interested in pursuing the most technical aspects of our rating in processing and recording systems, then your skills are needed at the sonar groom team. For more information, call our office at DSN (315) 473-5526, Comm (808) 473-5526.

PSD Newport - taking care of Sailors

Are you looking for a challenging and rewarding tour of shore duty in historic New England? Then Personnel Support Activity Detachment, Newport, R.I., is for you. We're looking for highly motivated yeomen, personnelmen and disbursing clerks to join the PSD Newport team. We provide pay, personnel, transportation and other support to 93 active customer commands, as well as a large number of Naval Reserve and retired personnel.

Newport is the home of the Naval War College, Surface Warfare Officers School Command, Officer Indoctrination School, Naval Justice School, Navy Chaplain's School, Naval Academy Prep School, BOOST, the Senior Enlisted Academy and several other training and operational commands.

Newport is located on the scenic Narragansett Bay in southern Rhode Island, and about a one-hour drive from historic Boston and three hours from New York City. There is easy access to all New England has to offer; skiing, historic sites, spectacular fall foliage, sailing, boating and some of the best saltwa-

ter fishing around. There are also 17 colleges and universities in the area that are easily accessible for off-duty education. If you are rotating to shore duty and looking for a rewarding shore tour, contact your detailer today and become a part of the PSD Newport team!

USS DEXTROUS (MCM 13)

The USS DEXTROUS (MCM 13) is an Avenger Class minehunter forward deployed in the Arabian Gulf. DEXTROUS was commissioned in 1994 and heavy lifted to the Arabian Gulf in 1996.

As a Sailor on DEXTROUS, you will enjoy tax-free income, including reenlistment bonuses. While deployed to the US Central

Command AOR, you will receive hazardous duty pay and can participate in the Desert Storm Savings Plan, which earns 10 percent interest annually. USS DEXTROUS tour lengths are one year.

Operational life in the Arabian Gulf will offer a panorama of Naval missions. The primary mission of DEXTROUS is to find and destroy mines, although we have performed maritime interception and search and rescue missions, as well. Operations in the Gulf offer multinational Naval operations and exercises. As a member of our close-knit crew, you'll be exposed to cross-rate training, and provided continuous opportunities to excel and advance.

Hard work is a way of life here, but there is more to life than work; there is also a time to relax. That's where our MWR organization starts. Take, for example, the MWR-sponsored DEXTROUS Rod and Gun Club. Inter-division sporting events and other competitions are also part of our balance between work and play. There are 84 officers and Sailors on board DEXTROUS, and all live by our motto, "Nemo nos antecedit," meaning, "None go before us."

Experience Joint Duty in Izmir, Turkey

Looking for an outstanding change of shore duty and life style? Then apply for our command, located in Izmir, Turkey. NATO is our primary mission, under the Joint Headquarters Southeast and alternate War Headquarters for the Regional Headquarters, AFSOUTH.

The following ratings are needed: CTM, ET, IT, SK and YN (E4-E7). You will need a TS/SCI security clearance and be self-motivated. Independent career duty is rewarding. You'll have the opportunity to take off-duty education courses and work on Navy correspondence courses. Deploy-

ment to Bosnia or Kosovo is possible and also career enhancing. Tour lengths are between 15 and 24 months.

Traveling throughout Turkey can be an adventure, where you'll discover Turkish food, language and customs. And of course, we're located near the picturesque Mediterranean and Aegean Seas. So why not take this once in a lifetime opportunity, and enjoy this sunny side of the world? For more information, please send an E-mail to michael.day@izmir.af.mil, or call us at DSN 675-3627, Comm 0090-232-489-9682.

The “Fighting Redcocks” of VFA-22

VFA-22, a premier West Coast squadron and home of the world-renowned “Fighting Redcocks,” is looking for outstanding Sailors in the AD, AE, AK, AME, AMH, AMS, AO, AT, AZ, IS, IT, MS, PN, PR and YN communities. If you want a taste of the fight, come join our winning team and experience it first hand. We have more than 52 years of fighting experience, and our Naval history marks us as front

runners. Most recently, VFA-22 was the first Hornet squadron to employ the AGM-154A Joint Stand-Off Weapon (JSOW) in an Arabian Gulf combat deployment aboard USS CARL VINSON (CVN 70).

We are home ported in sunny NAS Lemoore, California. The Lemoore community is a quiet, peaceful place with “home town” atmosphere. NAS Lemoore is a master jet base with a brand new

exchange, commissary, hospital and barracks, as well as a top notch Child Development Center, two California Distinguished and National Blue Ribbon

elementary and middle schools, all of which are located on base. Additionally, several colleges are close to the base, in the neighboring cities of Lemoore and Hanford. Fresno State University and University of California colleges are located in the outlying areas. If you seek exciting hustle and bustle nightlife or some excitement for the weekend, Los Angeles and San Francisco are only a few hours away. For the daring, an exciting and recently renovated casino is located just minutes away from NAS Lemoore. For outdoor recreation, the Sequoia National Redwood Forest and Yosemite National Park are less than an hour’s drive away. Some of the best snow skiing in the world is within four hours of the California Sierras.

We pride ourselves on our successful programs, such as the best professional development board in the Fleet, an aggressive EAWS program, a top Bluejacket HARP program and one of the highest advancement rates on base. We care about our people, and it shows in our high morale and excellent retention rates. We work hard, and play hard. Come join our team! Call us at DSN 949-3000/3001, Comm (559) 998-3000 to find out more.



Take Note JO's: LSDs are the place to be

When time comes to rotate to sea duty, most journalists never consider the smaller ships. It's great to be a part of a public affairs team, but the pride and satisfaction you get from gutting it out alone can be just as rewarding. Why not serve your sea time on an LSD?

The dock landing ships, or “gators,” are the workhorses of the Navy. Docking, landing and transporting Marines and their heavy equipment, “gators” operate on the tip of the spear. Although considerably smaller than an LHA or carrier, with crews of around 300 officers and crew, LSDs offer a junior JO just starting out a chance to get their feet wet and tackle almost every aspect of the rating. From photography to story writing, layout, design and publishing to organizing the public affairs strategy for your command, JOs on a small surface ship learn their trade in a hurry.

Why an LSD? What's in it for me? For one, most sea duty tours on

LSDs are independent duty. This means you'll go it alone. It may sound a little overwhelming to a new JO, but independent duty is just that; independence to do your job, but also experiment within your rate. On independent duty, you're afforded the opportunity to do things you could only imagine. As an independent duty JO on the dock landing ship USS OAK HILL (LSD 51), home ported at Naval Amphibious Base, Little Creek, Va., anything is possible!

If USS OAK HILL (LSD 51) or any LSD sounds like a place you want to be, check out the COMNAVSURFLANT Web Site at <http://www.cnsl.spear.navy.mil>, where you'll find links to some of the best “gators” in the Navy. To find out how independent duty can boost a JO's career, just talk to your LCPO, CCC or contact JOCS(SW) Suich, the JO detailee.

Put In For My Outfit

CT - Looking for an Adventure?

CTA, CTM, CTO, CTR, CTI and CTT: Are you a professional, independent thinking, responsible, and reliable second or first class petty officer, or chief Petty Officer, ready for one of the most challenging and rewarding shore duties the Navy has to offer? Then look no further. You will find an assignment in support of the Naval Reserve Security Group (NAVRESSECGRU) to be rewarding and interesting, with a wide variety of once-in-a-lifetime professional and personal experiences.

You will be joining a highly professional, award-winning team that has a reputation for exceptional

mission support to active duty Naval and joint commands located throughout the world. With further upgrades to our systems and continued high-tempo tasking, our command's contributions will continue to grow. To accomplish this, we need dedicated and professional people like you in a variety of operational, administrative and mission support functions.

If you're ready to get away from it all, enjoy the best shore duty you'll ever have and develop yourself personally and professionally, NAVRESSECGRU is for you. Contact your rating assignment

detailer and request to become part of the superb NAVRESSECGRU team.

Personnel discharging at their End of Active Obligated Service (EAOS) are encouraged to contact Headquarters NAVRESSECGRU, at the telephone number below (or by visiting the command Web Site at <http://www.nrsgc.cnrf.navy.mil>), to discuss your opportunities to continue serving the United States Navy as a drilling Naval Reservist.

To learn more about the specific duties and responsibilities performed by active duty personnel assigned to NAVRESSECGRU, call us at DSN 739-5691, or Comm (817) 782-5691.

Come Join the Team at PSD Keflavik

Are you an IT, PN or DK looking for a sea tour that is both rewarding and career enhancing? Do you want a tour in which you can earn that college degree and complete your sea tour? Then look no further.

PSD Keflavik, Iceland, is the duty station that will provide all of those opportunities and more. Our detachment serves 35 customer commands providing disbursing, transportation, fiscal and education service support to approximately 4,900 Sailors.

The area has a climate comparable to the Northeast region of the U.S., with a moderate temperature higher than the NW region of the U.S. The area offers outstanding outdoor recreation such as fishing, hiking, boating, snow skiing, camping and golfing, and the base is near many cultural activities of the host nation of Iceland.

If a stable family life is what you are looking for, NAS Keflavik has many activities designed around your family. There's basketball, hockey, swimming, soccer, baseball and cheerleading for the children. Furthermore, Iceland is a halfway stop for many AMC flights to Europe, and there are weekly trips to England at no cost to active duty military and their families.



First and foremost, we are committed to the professional development of our people. The base offers every opportunity to earn an associate's, bachelor's or master's degree in a variety of studies. Schools include the City Colleges of Chicago, University of Maryland and Oklahoma University. Additionally, DANTES, Navy College and Tuition Assistance programs are offered.

At PSD Keflavik, we are devoted to the professional growth of our Sailors. As an IT, you will have the opportunity to get Microsoft Certified and attend college courses. PNs and DKs will have the same off duty college opportunities, and will be trained in MILPAY, personnel, travel and fiscal operations. Likewise, PNs and DKs will have opportunities to attend advanced schools for their rating. We truly believe that an educated and qualified Sailor is a quality Sailor.

If you are an IT, DK or PN and enjoy working in a team-oriented environment with opportunities for a college education and advancement, then come join "Team Keflavik." Contact your detailer, view the NAS Keflavik Web Site at <http://www.naskef.navy.mil> or E-mail us at Housek@nlondn.navy.mil.

Put In For My Outfit

“The Jolly Rogers” of VF-103

Join an elite team of professionals! Gain “O” level experience on the F-14 “Tomcat.”

Naval Air Station Oceana, Va., is Fighter Town USA, a “Master Jet Base.” NAS Oceana is also the home of one of the Navy’s finest fighter squadrons, known as Fighting One Zero Three, “*The Jolly Rogers*.”

The Jolly Rogers have a proud heritage full of many accomplishments. Since 1952, we have flown many different complex aircraft, while consistently setting new records of excellence. We most recently were on an Arabian Gulf deployment on board USS GEORGE WASHINGTON (CVN 73).

The Jolly Rogers were the first F-14 “Tomcat” squadron to deploy with LANTIRN and night vision



devices. LANTIRN provides the Tomcats capability to locate, target and deliver guided munitions with lethal accuracy. The Jolly Rogers are proud to lead the F-14 community into the 21st century.

The Pacific Voice is Calling You

Image this: lounging under a coconut tree on a white sandy beach. Peaceful and quiet, just the sound of the ocean a few steps away... the waves rushing onto the shore to gently caress your feet. A magical island where adventure waits around every corner.

Enjoy year-round surfing, snorkeling, swimming and fishing. Off duty education is abundant on the island. Many opportunities exist to volunteer and “stand out from the crowd.” These are the blueprints for the adventure that you will find at Naval Computer and Telecommunications Area Master Station, Pacific (NCTAMS PAC).

We are the premier provider of integrated voice, video and data support enabling the success of the warfighter - deployed, afloat and ashore. We are looking for highly motivated IT, ET, YN, PN, BU, OS, and MA ratings to join our quality of life-oriented command. You can excel professionally and personally at NCTAMS Pacific.

The PacificVoice is calling, don’t let the opportunity pass you by. For more information, contact the command career counselor at: DSN 453-5511 or Comm (808) 653-5511. You can also visit our Web Site at: <http://www.nctamspac.navy.mil>.



We are a close-knit organization driven by a common focus on mission accomplishment, unit cohesion and professional development. If you are highly motivated, mission orientated and ready to join an elite team of professionals, we challenge you to consider this unique opportunity to

work with the best in Naval Aviation.

If you’re interested, and want to be a part of VF-103, submit your application to your detailer via JASS and let the experience begin. For additional information about the command, contact our Command Master Chief, SKCM(AW/SW/SCW) Benning, at DSN 433-5832 or E-mail at CMC@vf103.navy.mil, or the Command Career Counselor, PN1(AW) Brown, at DSN 433-5164, E-mail brownpd@vf103.navy.mil.

Moving? Submit change of address requests to link@persnet.navy.mil

Do You Have the Right Stuff for NR-1?

Ever dream of piloting a mini-submarine around underwater mountains and through ocean canyons as part of a highly classified military mission, or surveying ancient shipwrecks on the ocean floor through viewport windows? Do you aspire to stand watch as Officer of the Deck or Engineering Officer of the Watch of a nuclear powered submarine? If so, consider joining SUBMARINE NR-1, "The World's Finest Deep Submersible," and its elite crew for one of the most challenging and rewarding assignments in the Navy today.

The ship and its crew. SUBMARINE NR-1 is a nuclear powered deep submergence submarine home ported in Groton, Conn. At 145 feet in length, displacing just under 400 tons, she is roughly 1/20th the size of a 688-class submarine. While at sea, NR-1 carries a crew of three officers and eight enlisted. These 11 are drawn from a total crew complement of 15 nuclear-trained crewmembers and seven non-nuclear support personnel. An additional complement of nine temporary nuclear crewmembers serve onboard NR-1 for an abbreviated nine-month tour between prototype and their first Fleet submarine assignment.

The Mission. SUBMARINE NR-1 is chartered to conduct military and scientific missions in support of national objectives. As the premier underwater deep submersible, NR-1 operates extensively in the Atlantic, Gulf of Mexico, Mediterranean and North Seas. NR-1 has been called on in times of national crisis to support the search

and recovery of downed aircraft and spacecraft as well as investigation support for the FBI and NTSB. Discoveries included the world's oldest deep-water shipwrecks. NR-1 has been featured in numerous programs on National Geographic, Discovery Channel and The Learning Channel.

Prerequisites. What does it take to deploy aboard this exciting mission-oriented ship and become one of the elite NR-1 crewmembers? Nuclear personnel must be EWS qualified at their present command, in the top half of their NPTU and NNPS classes, and have between five and 12 years of active duty. Naval Reactors must personally screen all nuclear-trained candidates. This screening is conducted in Washington, D.C., and takes one day. Non nuclear billets are available for IT, ET, SK and HMC ratings.

Why Come to NR-1? Superior personnel have always been the hallmark of the NR-1 crew, and assignment brings with it the greatest prospect for responsibility, qualification and advancement anywhere in the Navy. Due to the command's small size, opportunities for leadership and responsibility are plentiful.

✓ Nuclear personnel qualify EOOW and OOD.

✓ Non-nuclear support personnel qualify Junior Officer of the Watch on board the NR-1's dedicated support ship, SSV CAROLYN CHOUEST.

✓ Every crewmember will serve as a division officer and



eventually serve in principal roles such as Assistant Navigator, Communicator, 3M Coordinator, CCC, EDEA and Engineering Principal Assistants (i.e., MPA, RCA, DCA, CRA, EA).

✓ Every crewmember is immediately screened as a candidate for Dive School in Panama City, Fla. Personnel meeting the physical requirements are detailed enroute or within their first six months on board.

As a result of their outstanding performance, the crew has achieved a remarkable advancement record. Recent results include:

✓ 100 percent of E5s have advanced to E6 during their NR-1 assignment.

✓ Six selected for LDO commissions for FY00 (10 percent of all LDO nukes selected Navy-wide came from NR-1), and one Seaman to Admiral selectee.

✓ Five of eight CPO-eligible were selected for FY01.

So, if you're a submariner looking for a unique and exciting opportunity, call your detailer and ask about NR-1, or call ETC(SS) Bill Fowler, our Command Career Counselor, at DSN 694-2991, Comm (860) 694-2991, or E-mail at nr1sub@norfolk.navy.mil.

Put In For My Outfit

The Professionals of NSGA Yokosuka

Are you a CT and due overseas duty? Interested in an exciting and rewarding tour? Want to earn that ESWS, EAWS and/or college degree? Do you enjoy traveling? Would you like to explore the Far East? Then you too can be a part of Naval Security Group Activity Yokosuka, Japan!

VFA-81 "Sunliners"- Anytime, Anyplace

Are you returning to sea duty? Do you enjoy working in a target-rich environment? Are you looking for a challenging and rewarding career move? Look no further, because the Sunliners of Strike Fighter Squadron EIGHT ONE have exactly what you are looking for! The skipper's three principles are pride, team and family.



Home ported at NAS Oceana in Virginia Beach, Va., the Sunliners fly and maintain the F/A-18C hornet. Enjoy the beautiful coastline of Southeastern Virginia, as well as Colonial Williamsburg, Washington, D.C., and the outer banks of North Carolina. The squadron has billets for AD, AE, AK, AME, AMH, AMS, AO, AT, AZ, DK, ET, IS, IT, MS, PN, PR and YN. We annually venture to NAS Key West, Fla., NAS Fallon, Nev., and other memorable locales for aviation training detachments, normally lasting from one to two weeks.

The Sunliners and Carrier Air Wing SEVENTEEN are assigned to the USS GEORGE WASHINGTON (CVN 73) for extended deployments. Recent port visits included Croatia, Greece, Italy, Turkey and the United Arab Emirates.

For more information, contact VFA-81's command career counselor, YNC(AW/SW) Lindberg, at DSN 433-9808/9807, or E-mail him at lindberged@vfa81.navy.mil. You can also visit our Web Site at <http://www.navy.mil/homepages/vfa-81>.

Naval Security Group Activity Yokosuka is the leader in professional and quality cryptologic training, maintenance, communications, operations and IO support to the Fleet. Located here are the cutting edge Signals Analysis Lab (SAL), the Western Pacific Fleet Cryptologic Augmentation Center (Surface), one of the finest Fleet electronic support facilities, and the highly trained instructors of the Cryptologic Readiness Group. All that, in addition to the newly established network operations center in touch with the latest IT trends, contribute to one thing: "Providing superb direct support to forward deployed Naval forces in Japan."

NSGA Yokosuka is situated on Honshu Island in the southern part of the Kanto Plain, just hours away from picturesque Kamakura, lively Yokohama and bustling Tokyo! A tour here is loaded with opportunities to visit Hong Kong, Singapore, the Philippines, Australia, Thailand and other Far East countries. The Yokosuka area provides a wealth of MWR and family support activities; one of the most aggressive Navy College Program Offices with multiple colleges offering degrees leading to associate's, bachelor's and even master's degrees; a vast assortment of sporting events from football to sailing; and a full range of medical and dental services.

The Activity is the recipient of the Commander, Naval Security Group Maintenance Award in 1997 and 1998, the 1999 Silver Anchor Award and the Yokosuka Naval Base Captain's Cup Trophy the last two years running. At the heart of all the successes are the most dedicated and exceptional Sailors of the Naval Security Group, and the U.S. Navy.

If you are looking for a challenge and want to be a part of an exceptional team of cryptologic professionals, contact your detailer or E-mail the command master chief at n00ensga@yokosuka.navy.mil. Quality cryptologic integration for the Fleet is our business!

**Take the
LINK Survey!
See Pg. 89.**

Put In For My Outfit

Navy Recruiting District, Michigan

You may already know that recruiting duty offers excellent opportunities for early advancement and a hometown USA duty location. You may also know recruiting duty provides other important incentives; like the special pays recruiters earn, the individual cell phones and the government vehicles assigned to recruiters. But wait! There is more.

Starting last year the Commander, Navy Recruiting Command (CNRC) introduced the Government Leased Housing Program for recruiters. Under this program, the government pays all the rent and utilities for the apartment or home where you are living. If that is not



enough for you, NRD Michigan also offers the extra benefit of earning Sailors sea duty credits while you are on recruiting duty! After your recruiting tour in Michigan is

completed, you'll earn 18 months of sea duty credit that will be subtracted from your next sea tour.

If this sounds good to you, then NRD Michigan would love to have you join our proud team of recruiters! Michigan is a state that boasts many an outdoorsman's dreams, including hunting, fishing and scores of wildlife parks. Michigan is surrounded by the Great Lakes and is rich with nautical pride.

If you are interested and need to know more information, contact our executive officer at Comm (313) 259-1004 ext. 202, or the command master chief at (313) 259-1004 ext. 203.

Instructor Duty in Hawaii at Submarine Training Center Pacific

Are you finishing an arduous sea tour? Are you ready for the challenge to become part of the Navy's finest instructors? Then Naval Submarine Training Center Pacific may be for you.

NAVSUBTRACENPAC, located in beautiful Hawaii, is looking for highly motivated and skilled Sailors to provide valuable training to the Pacific submarine fleet. NSTCP training facility consists of 230 Sailors working as a team, providing valuable technical and operational training. This challenging and rewarding billet offers the opportunity to excel and qualify as Master Training Specialist.

NSTCP is committed to quality of life and professional develop-



ment. Hawaii offers some of the most beautiful scenery in the world. A variety of athletic activities are available for you and your family. Enjoy golfing at the best military courses in the Pacific, and scuba dive in the gorgeous clear Hawaiian

waters. You will also be able to pursue an associate's, bachelor's or master's degree at Hawaii's top colleges.

We are looking for superior performers to join our team. If you would like more information about our command, contact our career counselor, EMC(SW) Padilla, at Comm (808) 473-2694 or visit our Web Site at <http://www.cnet.navy.mil/nstcp>.



Put In For My Outfit

Naval Operational Medicine Institute

If you are coming off sea duty and want an environment full of educational benefits, then the Naval Operational Medicine Institute (NOMI) is for you.

Being the leader in operational medicine and survival training worldwide is our mission. NOMI provides specialized and operational medical training and consultative services to military forces worldwide. Our training includes numerous operational medicine support instructional programs for officer and enlisted alike, representing U.S. and foreign military organizations. Undersea medicine, radiation health, surface warfare medicine, Fleet hospital training and aviation survival are some of our training departments.



NOMI headquarters is located at NAS Pensacola, Fla. Our training sites span the nation with such locations as Whidbey Island, Wash.; Lemoore, San Diego, Miramar and Camp Pendelton, Calif.; Jacksonville, Fla.; Cherry Point, N.C.; Norfolk, Va.; Patuxent River, Md., and Groton, Conn. Even though our command attracts a lot of HMs, we have billets for first class and saturation divers, and the SK, AK, MS, YN, PR, AT and AO ratings.

Ask your detailer about orders to NOMI, or find out more about our mission at our Web Site, <http://www.nomi.navy.mil>.

Senior Enlisted Academy Instructors

Do you want to make a positive impact on the professional development and advanced leadership education of top-quality senior enlisted leaders from the U.S. Navy, Air Force, Coast Guard, and international navies? If you answered "yes," put in for a very gratifying tour at the U.S. Navy Senior Enlisted Academy (SEA).

Each year the Navy and Naval Reserve selection boards select high quality senior and master chief petty officers to attend the Academy. The SEA helps to prepare selected senior enlisted leaders (E8 and E9) to better fulfill their leadership and management responsibilities. Students immerse themselves into the Academy's 360-hour curriculum sharpening their skills in topics such as Communications, Leadership and Management, National Security Affairs, Navy Programs, and Health and Physical Fitness.

The Academy is nestled in world famous New England seaport: Newport, Rhode Island. The city-by-the-sea attracts those seeking the advantages of an exciting city or relaxing country life and is home to international sailboat races, fabled mansions, some of the country's finest beaches, salt and fresh water fishing, boating, music festivals, water sports, shoreline campgrounds, and woodland recreation areas. And just a 20-minute drive north the bustling state capital, Providence.

If you're a hard charging senior or master chief looking for a challenging, but equally rewarding career assignment, contact the Academy's Director, ETCM Gary W. Peters, at DSN 948-4221, Comm (401) 841-4221, or E-mail peters@seaaa.org.



For information on application procedures and qualification requirements to attend the SEA, go to <http://www.wnt.cnet.navy.mil/sea>.

Put In For My Outfit

Soar with the “Eagles” of VR-46

Are you up for something new and challenging? Try the “Eagles” of VR-46. We offer professional challenges and C-9 aircraft experience, while offering plenty of excitement for your off-duty time.

VR-46 offers demanding and highly visible duty to the Fleet. We

are located just 24 miles from Atlanta, on board beautiful Dobbins Air Reserve Base in Marietta, Ga. Our mission is to provide rapid and flexible contingent air logistics support 365 days a year. Our motto is “Around the clock around the world.”



The Atlanta area is filled with many attractions, such as Lookout Mountain and Six Flags over Georgia, just to name a few. Our MWR program offers outdoor recreation at our own lake site at Lake Allatoona for relaxing family outings.

Our door is open for dedicated professionals. For more information contact our command career counselor at DSN 925-6330, Comm (770) 919-6330, or write us at VR-46, NAS Atlanta, Marietta, GA 30060-5099.



How Do I Get My Command In *LINK*?

1. Tell us about your ship, squadron or command, and why a Sailor would want to request orders there. Attach your article as a Word file in an E-mail to the address below.
2. Include a point of contact for more information in your story. Include phone numbers, E-mail address and a WWW Site (if applicable).
3. Finally, be sure to include a statement indicating that your submission has been approved by your chain of command.
4. Submit your story, along with a *separate*, high-resolution .JPG file of your command logo (if desired), to:

link@persnet.navy.mil

***Put In For My Outfit* articles run on a space available basis.**

LINK Directory

Enlisted Community Managers / Technical Advisors

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
n123c	Joint TAD Contingency Operations	CDR John Croft	(703) 695-3748	225-3748
n123c1	Joint TAD Contingency Operations	PNC(AW) Drew	(703) 694-1012	224-1012
	Joint TAD Contingency Fax		(703) 614-2609	224-2609
n13d	NPRDC Liaison	Mr. Cunningham	(703) 695-6424	225-6424
n13hb1	Director Homebasing Task Force	Mr. Tilt	(703) 695-6369	225-6369
n13t	Policy Analysis & Evaluation	Mr. Cylke	(703) 614-5543	224-5543
n13t1	R&D Project Coordinator	Mr. Bres	(703) 695-6366	225-6366
n132	Head, Enlisted Plans & Policy Branch	CAPT Conn	(703) 695-3936	225-3936
n132a	Admin Assistant	Ernie Norton	(703) 614-5599	224-5599
n132a1	Admin Clerk	Vacant	(703) 614-5597	224-5597
n132c	Head, Strength Plans	CDR Firehammer	(703) 614-5406	224-5406
n132c1	Strength Planner	LCDR Manfull	(703) 695-0888	225-0888
n132c2	Asst Strength Planner	Ms. Douglas	(703) 695-3820	225-3820
n132c3	Asst Strength Planner	LT Chandler	(703) 695-3815	225-3815
n132c4	TAR Plans	CDR Simmons	(703) 695-3856	225-3856
n132c4a	Asst TAR Plans	PNC(SW) Bohrn	(703) 695-3853	225-3853
n132c6	CNRC Liaison	CDR Syring	(703) 614-5560	224-5560
n132d	Head, ECM	CDR Arendt	(703) 695-3935	225-3935
n132d1	Aviation Mech ECM	LCDR McGovern	(703) 695-3806	225-3806
n132d1a	Asst Aviation Mech ECM	AFCM(AW) Lynch	(703) 695-3780	225-3780
n132d2	Avionics/Aircrew ECM	LCDR Baratta	(703) 695-3812	225-3812
n132d2a	Asst Aviation Avionics/Aircrew ECM	AZC(AW) Brown	(703) 697-2418	227-2418
n132d3	Surf Main Prop ECM	CDR Brooks	(703) 693-7234	223-7234
n132d3a	Asst Surf Main Prop ECM	GSCS(SW) Stanek	(703) 614-6501	224-6501
n132d4a	Asst Hull/Mech/Elec ECM	HTCM(SW/AW) Hansen	(703) 614-4827	224-4827
n132d5	Surf Com System ECM	CDR Grice	(703) 697-2502	227-2502
n132d5a	Asst Surf Com System ECM	FCCM(SW) Snyder	(703) 614-6503	224-6503
n132d6	Surf Ops ECM	LCDR Bennett	(703) 695-3875	225-3875
n132d6a	Asst Surf Ops ECM	ITCM(SW) Hailes	(703) 614-6855	224-6855
n132d7	Spec War/EOD/Diver ECM	CDR Carlson	(703) 695-3914	224-3914
n132d7a	Asst Spec War/EOD/Diver ECM	QMCM(EOD) Marshall	(703) 614-6854	224-6854
n132d8	CT/Frgn Lang ECM	CDR Hendron	(703) 695-3380	225-3380
n132d8a	Asst Crypto/Intel ECM	CTACM(SW) Devlin	(703) 695-3379	225-3379
n132d8b	CTI Tech Ad	CTICS(SW) Hagert	(703) 695-6363	225-6363
n132d8c	CTM Tech Ad	CTMCM(SW) Scheid	(703) 695-3391	225-3391
n132d8d	CTO Tech Ad	CTOCS(SW) Licastro	(703) 614-5512	224-5512
n132d8e	CTR Tech Ad	CTRCM(SW) Ouellette	(703) 695-3024	225-3024
n132d8f	CTT Tech Ad	CTTCS Wilson	(703) 695-3320	225-3320
n132d8g	EW Tech Ad	EWCM(SW) Estes	(703) 695-3051	225-3051
n132d9	Sub Pers ECM	LCDR Kaiser	(703) 695-3887	225-3887
n132d9a	Asst Sub Pers ECM	ETC(SS) Hohensee	(703) 614-6851	224-6851
n132d10	Admin/Media ECM	LCDR Proctor	(703) 614-6863	224-6863
n132d10a	Asst Admin/Media ECM	YNCS(SW) Boyer	(703) 697-2746	227-2746
n132d11	TAR Aviation ECM	CDR Ruppel	(703) 614-6646	224-6646
n132d11a	TAR Surface ECM	CDR Vicente	(703) 614-6864	224-6864
n132d12	TAR Programs Tech Ad	YNCS(AW) Jenkins	(703) 695-3905	225-3905
n132d13	Medical/Dental ECM	CAPT Senn	(703) 695-3869	225-3869
n132d13a	Medical/Dental Tech Ad	HMCN Prus	(703) 695-3865	225-3865
n132d13b	Medical/Dental ECM Reserve Ad	HMC(SW) Powell	(703) 695-3871	225-3871
n132d13c	Asst Medical/Dental Tech Ad	DT1 Green	(703) 614-6853	224-6853
n132d14	Legal/Law Enforcement/CRF ECM	LCDR Rhoades	(703) 614-0805	224-0805
n132d14a	Asst Legal/Law Enforcement/CRF ECM	NCCS Ball	(703) 695-8676	225-8676
n132d15	Supply ECM	CDR Spruill	(703) 614-6850	224-6850

n132d15a	Asst Supply ECM	LT Beale	(703) 614-6649	224-6649
n132d15b	Supply Tech Adv	SKCM(SW) Campeau	(703) 695-3933	225-3933
n132d15c	Supply Tech Adv	SKCS Johnson	(703) 695-3932	225-3932
n132d16	Seabees ECM	CDR Lee	(703) 695-3940	225-3940
n132d16a	Asst Seabees ECM	EACS(SCW) Nelson	(703) 614-6645	224-6645
n132d17	Intelligence Specialist ECM	LCDR Bray	(703) 693-1227	223-1227
n132d17a	Asst Intel Specialist ECM/Tech Adv	ISCM(AW) Bennett	(703) 614-4918	224-4918
n132d17b	Asst Intel Specialist ECM	ISCS(SW) Boynan	(703) 693-1226	223-1226
n132e	Section Head, Quota Management Office	LCDR Griffin	(703) 695-6431	225-6431
n132e2	Lead Planner	LT Pompey	(703) 695-3770	225-3770
n132e1	"A" School Pgm. Mgr.	Mr. Olaes	(703) 695-3953	225-3953
n132e5	"C" School Pgm. Mgr. - NECs 0000-4999	Mr. Cannon	(703) 695-6545	225-6545
n132e6	"C" School Pgm. Mgr. - NECs 5000-9999	YNCS(SW) Barry	(703) 695-3957	225-3957
n132e7	NTQMS Analyst	Mr. Langlais	(703) 693-2334	223-2334
n133d	Nuc Program ECM	CDR Ratte	(703) 695-4449	225-4449
n133d1	Asst Nuc Enl Program ECM	LT Pyburn	(703) 693-0893	223-0893
n133d2	Asst Nuc Enl Program ECM	ETCM(SS) Haggard	(703) 695-3301	225-3301
n133d3	Enlisted Submarine Pay Program Monitor	EMC(SS) Mangin	(703) 695-1276	225-1276

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@bupers.navy.mil

Enlisted Assignment Division (PERS-40)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p40	Director, Enlisted Assignment Div.	CAPT Scott	(901) 874-4866	882-4866
p40b	Dep. Director, Enlisted Assignment Div.	CAPT Zaperach	(901) 874-4866	882-4866
p40bb	Special Asst, Director Enlisted Assignments	LCDR Herrington	(901) 874-3510	882-3510
p40d	PERS-40 Leading Master Chief	ETCM(SS) Marshall	(901) 874-3533	882-3533
p40cc	Entitlements	Mr. K. Denson	(901) 874-3550	882-3550
p40dd	EEAP, FAP, EFM, CWI Specialist Asst	Mr. C. Brown	(901) 874-3545	882-3545
p40ff	Command Master Chief Detailer/SEA Placement	ETCM(SW) Balla	(901) 874-4560	882-4560
p40hh	HUMS Reassignment/Hardship Discharge	PNC(AW) Bigard	(901) 874-3299	882-3299

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NPC Miscellaneous

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p00j3	Minority Affairs Officer	LT Wanda Chandler	(703) 695-2824	225-2824
p00zcb	BUPERS/BCNR Coordinator	Ms. Heather Topping	(901) 874-3043	882-3043
p311	Head, Performance Evaluations Branch	LCDR Harper	(901) 874-3309	882-3309
p312	Head, Records Support	Ms. Karen Stanton	(901) 874-3350	882-3350
p313	Systems Operations Branch	Ms. Ida Lintala	(901) 874-3404	882-3404
p32b	Selection Board Support	LCDR Cherry	(901) 874-4913	882-4913
p321	Selection Board Admin Assistant	YN1(SW) Boucher	(901) 874-3435	882-3435
p343	BUPERS Web Master	Bill Malone	(901) 874-3080	882-3080
p343d	Asst. BUPERS Web Master	DP1 Bostick	(901) 874-3496	882-3496
p45s1	Overseas Tour Extensions Incentives	YN2 Johnson	(901) 874-4145	882-4145
p451d3	Sea/Shore Duty Commencement Date	Mr. Larry Ward	(901) 874-4185	882-4185
p455e	BUPERS Access Technical Support	PERSNET Help Desk	(901) 874-4717	882-4717
p622f	Exceptional Family Member Program	HMC(AW) Gough	(800) 527-8830	882-2510
p814c	Head, Enl. Favorable Seps/Reenl Mgmt.	Vacant	(901) 874-3233	882-3233
p814a	Enlisted Favorable Separations Section Head	Mrs. Fry	(901) 874-3272	882-3272
p814a1	Enlisted Favorable Separations Caseworker	Ms. Clark	(901) 874-3228	882-3228
p814a2	Enlisted Favorable Separations Section LPO	YN1(AW) James	(901) 874-3271	882-3271
p814d	Enlisted Favorable Separations Caseworker	YN3(SW) Malone	(901) 874-3236	882-3236
p814b	Reenlistment Mgmt. Section Head	Ms. McIver	(901) 874-3234	882-3234

p814b1	High Year Tenure Manager	Mr. Thompson	(901) 874-3554	882-3554
p814b2	High Year Tenure Section/ENCORE	YN1(SS) Manning	(901) 874-3237	882-3237
p814d1	Encore, Extension request/cancellation	Ms. Craft	(901) 874-3238	882-3238
p814e	E5 and below High Year Tenure Case Worker	YN2(SS) Talley	(901) 874-4862	882-4862
p815	Head, Reenlistment Incentives Branch	LCDR Christy	(901) 874-3069	882-3069
p815b	Asst. Head, Reenlistment Incentives	PNC(AW) Long	(901) 874-3205	882-3205
p815c	Forced/Lateral Conversion	YN2 Whorton	(901) 874-3217	882-3217
p815c1	SRB/BCNR Opinion	Mr. Slaton	(901) 874-3206	882-3206
p815c2	SCORE/MA/NC/LN/DM Conversions	YNSR Cooley	(901) 874-3212	882-3212
p815d	Conversion Manager	YN1 Lopez	(901) 874-3193	882-3193
p815d1	SDAP Section	PN1 Jones	(901) 874-3207	882-3207
p815d2	SRB/STAR Program Manager	MMC(SS) Ogle	(901) 874-3215	882-3215
p815d3a	SRB Help Desk	YN3 Smith	(901) 874-4993	882-4993
p821	Head, Limited Duty/Disability Requirements	LTJG Wilsey	(901) 874-3229	882-3229
p821a	Assistant Branch Head	PNCM(SW) Smallwood	(901) 874-3201	882-3201
p821b	Supervisor, Limited Duty	Mr. Joseph Ferdinand	(901) 874-3202	882-3202
p821d	Supervisor, Disability Retirement	Ms. Bullard	(901) 874-3231	882-3231
p821d1	Disability Retirements	Ms. Underwood	(901) 874-3177	882-3177
p821d2	Limited Duty	Ms. Stevens	(901) 874-3203	882-3203
p822	Head Officer Retirement Branch	LCDR Oberg	(901) 874-3184	882-3184
p823	Head Enlisted Retirement Branch	Mr. Parmer	(901) 874-3246	882-3246
p823a	Retirements Assistant Branch Head	GMCS(SW) Bell	(901) 874-3187	882-3187
p823b1	Enl. Fleet Reserve Customer Service	Ms. Pamela Reed	(901) 874-3247	882-3247
p823b3	Enl. Fleet Reserve Customer Service	Mr. Otis Echols	(901) 874-3186	882-3186
p831	Head, Military Personnel Security	CDR Davis	(901) 874-4405	882-4405
p8311	Asst. Head, Military Personnel Security	LCDR Brown	(901) 874-4403	882-4403
p8315	Branch Supervisor	YNC(AW) Burnett	(901) 874-4899	882-4899
p8314	NATO Coordinator	PN2 Cherry	(901) 874-4414	882-4414
p8313	Security Clearance Revocations	YNSA Kitchell	(901) 874-4411	882-4411
p8316	Security Asst.	Ms. Shoffner	(901) 874-4412	882-4412
p8317	Fraudulent/Erroneous Enlistments	Ms. Romero	(901) 874-4413	882-4413
p832	Head, Enlisted Unfavorable Separations Branch	CDR Blacketter	(901) 874-4431	882-4431
p832e	Admin Supervisor, Enlisted Unfavorable Separations	YNC Seaker	(901) 874-4437	882-4437
p832f3	Customer Svc., Enlisted Unfavorable Separations	Mr. Kalk	(901) 874-4438	882-4438
p852	Head, Enlisted Advancements Branch	LT Cox	(901) 874-3255	882-3255
p852b	Asst. Exam Eligibility	PNCS(SW) Miller	(901) 874-3224	882-3224

E-mail: Replace xxxx in the following example with the E-mail code: xxxx@persnet.navy.mil

Seabees (PERS-401C)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401c	Branch Master Chief	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401a	Admin Supervisor	YN2 Allen	(901) 874-3558	882-3558
p401c	Rating Assignment Officer/All E8-E9s	CUCM(SCW) Howk	(901) 874-3571	882-3571
p401cc1	All E7s	SWCS(SCW) Young	(901) 874-3559	882-3559
p401cd	CE/UT E1-E6	CEC(SCW) Townsend	(901) 874-3570	882-3570
p401cd1	CE/UT E1-E6	UTC(SCW) Williams	(901) 874-3565	882-3565
p401ce1	BU/EA/SW E1-E6	SWC(SCW) Wagner	(901) 874-3556	882-3556
p401ce1a	BU/EA/SW E1-E6	BUC(SCW) Kane	(901) 874-3563	882-3563
p401cf	EO/CM/E1-E6	CMC(SCW) Avery	(901) 874-3567	882-3567
p401cf1	EO/CM E1-E6	EOC(SCW) Rice	(901) 874-3568	882-3568
	Seabee Switchboard		(901) 874-3575	882-3575

SEAL/EOD/Divers/SWCC (PERS-401D)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p401	Branch Head	LCDR Heckmann	(901) 874-3569	882-3569
p401d	Rating Assignment Officer	LCDR Chapman	(901) 874-3560	882-3560
p401de	Special Warfare	GMCM(SEAL) Culley	(901) 874-3563	882-3563

p401df	EOD	GMCM(EOD) Dawkins	(901) 874-3564	882-3564
p401dc	Fleet Diver	ENCM(MDV) Briggs	(901) 874-3561	882-3561
p401de1	In-service Recruiter	MRC(SEAL) Chavez	(901) 874-3574	882-3574
p401de2	HM SEAL Detailer	HMC(SEAL) Hill	(901) 874-3572	882-3572
p401dh	Schools Coordinator	DC1(DV) Nelson	(901) 874-4261	882-4261
p401di	SWCC	ENCS(SWCC) Ferens	(901) 874-3573	882-3573
	SEAL/EOD/Diver/SWCC Switchboard		(901) 874-3622	882-3622

Fax: DSN 882-2716 or Comm (901) 874-2716.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Engineering/Hull (PERS-402)

Switchboard Number : DSN 882-3600 or Comm (901) 874-3600

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p402	Branch Head	LCDR Martin	(901) 874-3602	882-3602
p402cg	Branch Master Chief	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402c	Rating Assignment Officer (EM/MM/GS)	LT Erickson	(901) 874-3593	882-3593
p402d	Rating Assignment Officer (IC/MR/HT/EN/DC)	LT Cook	(901) 874-3610	882-3610
p402cd	EM E7-E9	EMCS(SW) Gebhart	(901) 874-3591	882-3591
p402cd1	EM E6	EMC(SW) Ehret	(901) 874-3577	882-3577
p402cd2	EM E5	EMC(SW) Honaker	(901) 874-3580	882-3580
p402cd3	EM E1-E4	EM1(SW) Mitchell	(901) 874-3592	882-3592
p402cf	MM E8-E9	MMCM(SW/AW) Bennett	(901) 874-3607	882-3607
p402cf1	MM E7/ "C" Schools	MMC(SW) Walton	(901) 874-3579	882-3579
p402cf2	MM E1-E4 (PAC)/Avails/ "A" School	MMC(SW) Sinn	(901) 874-3603	882-3603
p402cf3	MM E5	MMCS(SW) Manasco	(901) 874-3589	882-3589
p402cf4	MM E1-E4/Avails (LANT)	MMC(SW) Bruns	(901) 874-3578	882-3578
p402cf5	MM E6	MMC(SW) Boutwell	(901) 874-3605	882-3605
p402cg	GS/GSE/GSM E7-E9	GSCM(SW) Bacon	(901) 874-3614	882-3614
p402cg1	GSE/GSM E6	GSMC(SW) Carbone	(901) 874-3599	882-3599
p402cg2	GSE/GSM E1-E4	GSMC(SW) Duran	(901) 874-3612	882-3612
p402cg3	GSE/GSM E5/Schools	GSMC(SW) Hagen	(901) 874-3587	882-3587
p402dc	IC E7-E8	ICC(SW) Slater	(901) 874-3594	882-3594
p402dc1	IC E1-E4	ICC(SW) Kiefer	(901) 874-3611	882-3611
p402dc2	IC E5-E6	ICC(SW) Buzzard	(901) 874-2847	882-2847
p402de	MR/IM/OM/3M E6-E9	MRC(SW/AW) Kuhn	(901) 874-3582	882-3582
p402de1	MR/IM/OM E1-E5	MR1(SW/AW) Beck	(901) 874-3595	882-3595
p402df	HT E6-E9	HTCS(SW) Lord	(901) 874-3576	882-3576
p402df1	HT E5/"C" Schools	HTC(SW) Pieper	(901) 874-3597	882-3597
p402df2	HT E1-E4/"A" Schools	HT1(SW) Smith	(901) 874-3584	882-3584
p402dg	EN E6	ENCS(SW) Holden	(901) 874-3598	882-3598
p402dg1	EN E7-E9	ENCM(SW) Spencer	(901) 874-3613	882-3613
p402dg2	EN E1-E4	EN1(SW) Roth	(901) 874-3585	882-3585
p402dg3	EN E5/Schools	ENC(SW) Sensano	(901) 874-3586	882-3586
p402di	DC E7-E9	DCC(SW) Miller	(901) 874-3601	882-3601
p402di1	DC E5-E6	DCC(SW) Johnson	(901) 874-3588	882-3588
p402di2	DC E1-E4	DCC(SW) Neathery	(901) 874-3615	882-3615
p402a	Admin Supervisor	YN2 Peppo	(901) 874-3604	882-3604
p402a1	Admin Support	YNSN Davis	(901) 874-3600	882-3600
p402a2	Admin Support	YNSA Brea	(901) 874-3590	882-3590
p402a3	Admin Support	Vacant	(901) 874-3600	882-3600

Fax: DSN: 882-2734 or Comm (901) 874-2734.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Submarine/Nuclear Power (PERS-403)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p403	Branch Head	CAPT Harkins	(901) 874-3635	882-3635
p403b	Asst Branch Head	LCDR Owens	(901) 874-3626	882-3626
p403eh	Branch Master Chief	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403a	Admin Officer	YNCS(SS) Demo	(901) 874-3633	882-3633
p403d	"C" Shop Placement Officer/ Fleet Manning Monitor	LT Culbreath	(901) 874-3623	882-3623
p403c	"C" Shop Rating Assignment Officer	ETCM(SS) Scott	(901) 874-4696	882-4696
p403cb	"C" Shop Asst. Rating Assignment Officer	EMCS(SW/SS) Kilian	(901) 874-3644	882-3644
p403cc	Submarine/CNO Special Projects	ETC(SS) Lashua	(360) 476-9433	439-9433
p403cd	Nuclear Submarine CPO	ETCM(SS) Walker	(901) 874-3627	882-3627
p403ce	Nuclear E1-E6/3353/63	ET1(SS) Bixby	(901) 874-3645	882-3645
p403cf	Nuclear E1-E6/3354/64	EM1(SS) Bahler	(901) 874-3624	882-3624
p403cg	Nuclear E1-E6/3355/65/Welders	MMC(SS) Martin	(901) 874-3628	882-3628
p403ch	Nuclear E1-E6/3356/66	MMC(SS) Wagenschutz	(901) 874-3630	882-3630
p403cj	Nuclear Surface CPO	EMC(SW/AW) Huether	(901) 874-3648	882-3648
p403ck	Nuclear Surface E1-E6 ET/EM	ETC(SW) Emerick	(901) 874-3631	882-3631
p403cl	Nuclear Instructor	EMCS(SS) Deselms	(901) 874-3647	882-3647
p403cm	MM(Aux) E6-E9/EN(SS) E1-E9/3M	MMCS(SS) Stapleton	(901) 874-3629	882-3629
p403cn	MM(Aux) E1-E5	MMC(SS) Farmer	(901) 874-3625	882-3625
p403cr	Nuclear Surface MM E1-E6/ELT	MMCS(SW/SS) Ross	(901) 874-3632	882-3632
p403eh	COB/CMC Detailer	ETCM(SS) Shannon	(901) 874-3639	882-3639
p403e	"D/E" Shop Placement Officer/ Fleet Manning Monitor	LTJG Simmons	(901) 874-4933	882-4933
p403de	MT	MTC(SS) Muir	(901) 874-3649	882-3649
p403df	TM/MM(Weps)	MMCS(SS) Arnold	(901) 874-3642	882-3642
p403dg	FT	FTCS(SS) Cox	(901) 874-3621	882-3621
p403DL	STS E1-E5	STSC(SS) Grilli	(901) 874-3616	882-3616
p403dm	NUCON/OVHLS/DMP/DEACTS	YN2(SS) Brophy	(901) 874-3643	882-3643
p403dc	"E" Shop ARAO, ET CPO Detailer	ETCS(SS) Marlinga	(901) 874-3641	882-3641
p403dh	"D" Shop ARAO/STS E6-E9	STSC(SS) Duvall	(901) 874-3646	882-3646
p403ec	14NM/14SM/14IC/14QM (E1-E6)	ETC(SS) Gamblin	(901) 874-3619	882-3619
p403ed	14RM/14EM (E1-E6)	ETC(SS) Sjogren	(901) 874-3637	882-3637
p403ef	YN	YNCS(SS) Reynolds	(901) 874-3620	882-3620
p403eg	MS	MSC(SS) Garnsey	(901) 874-3638	882-3638
p403ej	SK	SK1(SS) Chmielewski	(901) 874-3640	882-3640
p403ek	NAV/COM Accessions & Schools	ETC(SS) Brooks	(901) 874-3652	882-3652
p403f	Pipeline Training Coord	Mr. Stafford	(901) 874-3617	882-3617
p403fc	Nuclear Power/Training Coord/ Medical Waiver/Volunteer Coord/ Sub Disqual/Conversion Coord	YN2(SS) Boyle	(901) 874-3634	882-3634

Fax: DSN 882-2638 or Comm (901) 874-2638.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Aviation (PERS-404)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p404	Branch Head	CDR Ferree	(901) 874-3691	882-3691
p404df	Branch Master Chief	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404c	Rating Assignment Officer (Avionics/Arm)	LT Anderson	(901) 874-3657	882-3657
p404d	Rating Assignment Officer (Aircraft/Indep.)	LT Collins	(901) 874-3685	882-3685
p404e	Rating Assignment Officer (NAC/AM)	LT Parker	(901) 874-3707	882-3707
p404ce	AE E7-E8	AECS(AW) Leyden	(901) 874-3662	882-3662
p404ce1	AE E5-E6	AEC(AW) Eakins	(901) 874-3688	882-3688
p404ce2	AE E4 & Below/"A" School	AE1(AW) Schroeder	(901) 874-3703	882-3703
p404cf	AV/AF/8300	AVCM(AW) Riley	(901) 874-3658	882-3658
p404cr	AO E7-E9	AOCM(AW/NAC) Oswald	(901) 874-3663	882-3663
P404cr1	AO E4 & Below/"A" School	AO1(AW/SW) Reifsnyder	(901) 874-3665	882-3665

p404cr2	AO E6	AOC(AW) Bottorff	(901) 874-3704	882-3704
p404cr3	AO E5	AO1(AW) Rivera	(901) 874-4957	882-4957
p404ct	AT E4 and below	AT1(AW) Garrison	(901) 874-3701	882-3701
p404ct1	AT "A & C" School	AT1(AW) Duncan	(901) 874-3659	882-3659
p404ct3	AT E5-E6	ATC(AW) Ziegler	(901) 874-3683	882-3683
p404ct4	AT E7-8	ATCS(AW) Doss	(901) 874-3660	882-3660
p404ct5	AT E5-E6	AT1(AW) Giffin	(901) 874-3684	882-3684
p404de	AB E7-E9	ABCM(AW) Weber	(901) 874-3686	882-3686
p404de1	ABH E1-E6	ABHC(AW) Ingram	(901) 874-3708	882-3708
p404de2	ABF E1-E6	ABFC(AW) Fisher	(901) 874-3702	882-3702
p404de3	ABE E1-E6	ABEC(AW/SW) Kay	(901) 874-3687	882-3687
p404df	AC	ACCM(AW/SW) Gohranson	(901) 874-3666	882-3666
p404dg	AD E7-E8	ADCS(AW) Otten	(901) 874-3669	882-3669
p404dg2	AD E6	ADC(AW/SW) Grayson	(901) 874-3706	882-3706
p404dg3	AD E5	AD1(AW) Palmer	(901) 874-3670	882-3670
p404dg4	AD E4 and below/ "A" School	AD1(AW) Villalobos	(901) 874-3693	882-3693
p404dh	AG	AGCM(AW) Biffle	(901) 874-3656	882-3656
p404dj	AS	ASCS(AW/SW) McWilliams	(901) 874-3700	882-3700
p404dk	AZ E6-E9	AZCS(AW) Dawson	(901) 874-3671	882-3671
p404dk1	AZ E1-E5	AZCS(AW) Steiert	(901) 874-3672	882-3672
p404DL	PH	PHC(AW/SW) Coffelt	(901) 874-3689	882-3689
p404dm	PR E5-E9	PRCM(AW) Zavada	(901) 874-3690	882-3690
P404dm1	PR/AS "A" Schools	PR1(AW) Sperry	(901) 874-3390	882-3390
p404ec	AW E7-E9	AWCM(AW/NAC) Fishbein	(901) 874-3673	882-3673
p404ec1	AW E1-E6	AWC(AW/SW/NAC) Hunt	(901) 874-3694	882-3694
p404ed	Aircrew IFT/EWOP/IT	AVCM(AW/NAC) Olson	(901) 874-3674	882-3674
p404ef	Aircrew Designations	AMSC(AW/SW/NAC) Hoffmann	(901) 874-3675	882-3675
p404eg	SAR(Non-AW)/Utility Aircrew	AMSC(AW/NAC) Carswell	(901) 874-3695	882-3695
p404eh	Aircrew Fit Eng/REEL Op/Loadmaster	AECS(AW/NAC) Saylor	(901) 874-3676	882-3676
p404ej	AMS E6-E7/AM E8	AMCS(AW) Rippey	(901) 874-3696	882-3696
p404ej1	AMS E5/NDI	AMSC(AW) Sims	(901) 874-3697	882-3697
p404ej2	AMS E1-E4/AMS "A" School	AMS1(AW) Phelps	(901) 874-3677	882-3677
p404ek	AME E1-E7	AMEC(AW) DeRitter	(901) 874-3678	882-3678
p404EL	Aviation New Construction/Decom	AOCS(AW) Lynch	(901) 874-3698	882-3698
p404EL1	Aviation New Construction/Decom/CEFIP	AW2(AW/NAC) Ball	(901) 874-3679	882-3679
p404em	AMH E5-E7	AMHC(AW) Marcille	(901) 874-3680	882-3680
p404em2	AMH E1-E4/AMH "A" School	AMHC(AW/SW) White	(901) 874-3699	882-3699
p404a2	Admin Department	YN3(SS) Griffis	(901) 874-3668	882-3668
p404a3	Admin Department	YN3 Villier	(901) 874-3692	882-3692
p404a4	Admin Department	Ms. Pamela Campbell	(901) 874-3667	882-3667

Fax: DSN 882-2642 or Comm (901) 874-2642.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Admin, Deck, Supply (PERS-405)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p405	Branch Head	LCDR Barnhill	(901) 874-3711	882-3711
p405ec	Branch Master Chief	DKCM(SW) Manganti	(901) 874-3741	882-3741
p405c	Admin Rating Assignment Officer	LT Beachy	(901) 874-3712	882-3712
p405d	Deck Rating Assignment Officer	LT Beachy	(901) 874-3712	882-3712
p405e	Supply Rating Assignment Officer	LCDR Belanger	(901) 874-3731	882-3731
p405ex	Branch LCPO	SHCM(SW) Lara	(901) 874-2244	882-2244
p405c1	Admin LPO	YN1(SW) Rogers	(901) 874-3892	882-3892
p405c5	Admin Asst.	YNSN Kistner	(901) 874-3711	882-3711
p405c4	Admin Asst.	YNSN Leavell	(901) 874-3710	882-3710
p405cd	YN E7-E9	YNCS(SW) Hoyt	(901) 874-3751	882-3751
p405cd2	YN E5-E6	YN1(SW) Smolens	(901) 874-3733	882-3733
p405cd3	YN E1-E4 & "A" School	YN1(SW) Roddy	(901) 874-4847	882-4847
p405cd5	Flag Writer Detailer	YNCS(SW) Brown	(901) 874-3732	882-3732
p405ce	PN E7-E9	PNCM(SW) Hurt	(901) 874-4049	882-4049

p405ce1	PN E5-E6	PNCS(SW/AW) Southall	(901) 874-3753	882-3753
p405ce2	PN E1-E4 & "A" School	PN1(SW) Bailey	(901) 874-3735	882-3735
p405cf	JO & RP	JOCS(SW) Suich	(901) 874-3752	882-3752
p405cg	NC/LN/DM	LNCS(SW/SCW/AW) Cox	(901) 874-3737	882-3737
p405dc	BM E7-E9 and Harbor Pilots	BMCM(SW) Lott	(901) 874-3713	882-3713
p405dc2	BM E5-E6 (PAC)	BMC(SW) Taylor	(901) 874-3739	882-3739
p405dc3	BM E5-E6 (LANT)	BM1(SCW) Hoening	(901) 874-3738	882-3738
p405dc1	BM E1-E4	BM1(SW) King	(901) 874-3740	882-3740
p405df	MA E7-E9	MAC(SW/AW) Owins	(901) 874-3730	882-3730
p405df1	MA E4-E6	MA1(SW) Jones	(901) 874-3750	882-3750
p405dd	SM	SMC(SW/AW) Matous	(901) 874-3726	882-3726
p405de	QM E6-E9	QMCS(SW) Hillebrandt	(901) 874-3728	882-3728
p405de1	QM E1-E5 & "A" Schools	QMC(SW) Frasier	(901) 874-3727	882-3727
p405ec	MS E7-E9	MSCM(SW/AW) Benoit	(901) 874-3741	882-3741
p405ec2	MS E6 & "C" School	MSC(SW) Borozck	(901) 874-3714	882-3714
p405ec3	MS E5 Sea	MSC(SW) Sanares	(901) 874-3716	882-3715
p405ec4	MS E5 Shore	MSC(SW) Ecobiza	(901) 874-3742	882-3742
p405ec5	MS E1-E4 Shore	MS1(SW) Andrews	(901) 874-3717	882-3717
p405ec6	MS E1-E4 Sea & "A" School	MSC(AW) Kavanaugh	(901) 874-3715	882-3715
p405ed	SH E6-E9	SHCS(SW) Alamillo	(901) 874-3743	882-3743
p405ed1	SH E5 & "C" School	SHC(SW) Roxas	(901) 874-3719	882-3719
p405ed2	SH E1-E4 & "A" School	SH1(SW) Ciapponi	(901) 874-3744	882-3744
p405fc	SK E7-E8	SKCS(SW) Barrera	(901) 874-3745	882-3745
p405fc1	SK E6 Sea	SKC(SW/AW) Limpin	(901) 874-3746	882-3746
p405fc3	SK E6 Shore	SK1(SCW) O'Brien	(901) 874-3722	882-3722
p405fc4	SK E1-E4 & "A" School	SK1(SW) Cruz	(901) 874-3723	882-3723
p405fc5	SK E5	SK1(SW) Harris	(901) 874-3721	882-3721
p405fd	SK E9/AK E7-E8	AKCS(AW/SW) Adams	(901) 874-3724	882-3724
p405fd1	AK E5-E6	AKCS(AW) Costin	(901) 874-3748	882-3748
p405fd2	AK E1-E4 & "A" School	AKC(AW) Batac	(901) 874-3747	882-3747
p405ee	PC/LI	PCC(SW) Santos	(901) 874-3720	882-3720
p405fe	DK E6-E9	DKCM(SW) Manganti	(901) 874-3749	882-3749
p405fe1	DK E1-E5	DK1(SW) Haizlip	(901) 874-3725	882-3725

Fax DSN: 882-2637 or Comm (901) 874-2637.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Technical (PERS-406)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p406	Branch Head, Technical Assignments Branch	CDR Northrup	(901) 874-3791	882-3791
p406cf	Branch Master Chief	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406c	Rating Assignment Officer (FC, GM, OS)	LT Moore	(901) 974-3777	882-3777
p406d	Rating Assignment Officer (ET, IT)	LT Beard	(901) 874-3769	882-3769
p406e	Rating Assignment Officer (STG, TM, MN)	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406cf	FC E7-E9	FCCM(SW) Cherry	(901) 874-3762	882-3762
p406cf1	FC E5 (LANT)	FCC(SW) McMillan	(901) 874-3763	882-3763
p406cf2	FC E5 (PAC)	FCC(SW) Spinney	(901) 874-3764	882-3764
p406cf3	FC E1-E4 Schools	FC1(SW) Allen	(901) 874-3780	882-3780
p406cf4	FC E6	FCCS(SW/AW) Burch	(901) 874-3848	882-3848
p406cg	GM E7-E9	GMCS(SW) Hughes	(901) 874-3781	882-3781
p406cg1	GM(PAC) E1-E6	GMC(SW) Miller	(901) 874-3782	882-3782
p406cg2	GM(LANT) E1-E6	GMCS(SW) Harris	(901) 874-3790	882-3790
p406cq	OS E7-E9	OSCM(SW) Pritchard	(901) 874-3788	882-3788
p406cq1	OS E5/E6 (PAC)	OS1(SW) Moran	(901) 874-3211	882-3211
p406cq2	OS E1-E4	OS1(SW) Caldwell	(901) 874-3759	882-3759
p406cq4	OS E5/E6 (LANT)	OSC(SW/AW) Etzel	(901) 874-3789	882-3789
p406cq5	OS E1-E4/OS Schools Coordinator	OS1(SW) Caldwell	(901) 874-3759	882-3759
p406de	ET E7-E9	ETCM(SW/AW) Potter	(901) 874-3786	882-3786
p406de1	ET E1-E6 (LANT)	ETC(SW/AW) Barclay	(901) 874-3795	882-3795
p406de2	ET E1-E6 (LANT)	ETC(SW) Pierce	(901) 874-3796	882-3796
p406de3	ET E1-E6 (PAC)	ETC(SW) Evans	(901) 874-3770	882-3770

p406de4	ET E1-E6 (PAC)	ETC(SW/AW) Wade	(901) 874-3771	882-3771
p406de5	ET Training/"A" School	ETC(SW) Patrick	(901) 874-3768	882-3768
p406dr	IT E7-E9	ITCM(SW/AW) Brown	(901) 874-3792	882-3792
p406dr2	IT E5 (LANT)	ITC(SW/AW) Malone	(901) 874-3765	882-3765
p406dr3	IT E5 (PAC)	ITC(SW) Wells	(901) 874-3793	882-3793
p406dr4	IT E1-E4 (LANT)	ITC(SW) Courchene	(901) 874-3767	882-3767
p406dr5	IT E6 (LANT/PAC)	ITCS(SW) Arthur	(901) 874-3783	882-3783
p406dr6	IT E1-E4 (PAC)	ITC(SW) Green	(901) 874-3784	882-3784
p406dr7	IT "A" and "C" Schools	ITC(SW) Jasper	(901) 874-3785	882-3785
p406em	MN	MNCS(SW) Thanscheidt	(901) 874-3760	882-3760
p406eu	STG E7-E9	STGCM(SW) Campbell	(901) 874-3772	882-3772
p406eu1	STG E1-E6 (PAC)	STGC(SW) Polk	(901) 874-3773	882-3773
p406eu2	STG Schools	STG1(SW) Buckmann	(901) 874-3757	882-3757
p406eu3	STG E1-E6 (LANT)	STGC(SW) Stelling	(901) 874-3787	882-3787
p406ew	TM	TMCM(SW) Scott	(901) 874-3774	882-3774
p406a1	Admin Support	YN3 Lyons	(901) 874-3065	882-3065
p406a	Admin Support	YN3A Stoute	(901) 874-3779	882-3779
p406a2	Admin Supervisor	PN1(SW) Roberts	(901) 874-3778	882-3778

Fax: DSN 882-2643 or Comm (901) 874-2643.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

Medical/Dental (PERS-407)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p407	Branch Head	LCDR Gonzales	(901) 874-3808	882-3808
p407cb1	Branch Master Chief	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407c	Rating Assignment Officer	LT Tennyson	(901) 874-3816	882-3816
p407cb1	Leading HM Detailer, E9 Sea/Shore	HMCM(SS) Geletka	(901) 874-3806	882-3806
p407cd	DT E7-E9	Vacant	(901) 874-3815	882-3815
p407cd1	DT E6-E9, DT 8703, 53, 65	DTC(FMF) Ferraro	(901) 874-3805	882-3805
p407cd2	DT E4 & below, DT 8708, 32, 52, 83	DT2(FMF) Marquez	(901) 874-3807	882-3807
p407ce	HM E6-E8 Sea/Shore (8404/0000)	HMCS(SW/AW/FMF) Arrington	(901) 874-3811	882-3811
p407cg	HM 8408, 45, 46, 83, 86, 89, 8541	HMC(FMF) Weatrowski	(901) 874-3800	882-3800
p407ch	HM 8403, 24, 25, 27, 93, 94	HMC(SW/FMF) Stone	(901) 874-3797	882-3797
p407cj	HM 8402, 07, 16, 32, 51, 52	HMC(SS) Collier	(901) 874-3813	882-3813
p407ck	HM "C" Schools	HM1(FMF) Hernandez	(901) 874-3809	882-3809
p407ck1	HM "A" Schools	HMC(SW/AW) Boyd	(901) 874-3812	882-3812
p407ck4	HM "C" Schools	Ms. Mary Koziol	(901) 874-3820	882-3820
p407cm	HM E4 & below Sea (8404/0000)	HMC(FMF) Adams	(901) 874-3804	882-3804
p407cn	HM E5 Sea/Shore (8404/0000)	HM1(FMF) Fitzsimmons	(901) 874-3810	882-3810
p407cp	HM E4 & below Shore (8404/0000)	HMC(FMF) Willis	(901) 874-3798	882-3798
p407cq	HM 8401, 06, 09, 72, 82	HMC(FMF) Hankins	(901) 874-3802	882-3802
p407cr	HM 8434, 95, 96, 8503, 05, 06	HM2 Curtis	(901) 874-3814	882-3814
p407ct	HM 8454, 63, 66, 67, 78, 79, 85	HMC(FMF) Dwyer	(901) 874-3803	882-3803
p401de2	HM 8491, 92	HMC(SEAL) Hill	(901) 874-3622	882-3622
p407a	Admin Support	Ms. Brenda Mobley	(901) 874-3819	882-3819
p407a3	Admin Support	Mr. Thomas Bullard	(901) 874-3801	882-3801
p407a4	Admin Support	Ms. Alice Scruggs	(901) 874-3817	882-3817

Fax: DSN 882-2645 or Comm (901) 874-2645.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: xxxx@persnet.navy.mil

CT/IS/EW (PERS-408)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p408	Branch Head	LCDR Knowles	(901) 874-3842/23	882-3842
p408cb	Branch Master Chief/Office Manager	CTACM Wilson	(901) 874-3842/23	882-3842
p408c	Rating Assignment Officer	CWO2 Kelley	(901) 874-3842/23	882-3842
p408a1	Admin Supervisor	CTA1 Bryan	(901) 874-3842/23	882-3842

p408cd	IS E6 & above	ISCS(SW/AW) Lavieri	(901) 874-3842/23	882-3842
p408cd1	IS E5 & below	ISC(SW/AW) Finnerty	(901) 874-3842/23	882-3842
p408cj1	T Branch	CTTC(SW) Romano	(901) 874-3842/23	882-3842
p408ck	A Branch	CTACS(SW) Apa	(901) 874-3842/23	882-3842
p408cf	M Branch E6 & above	CTMCM(SW) Warrick	(901) 874-3842/23	882-3842
p408cf1	M Branch E5 & below	CTM1(AW) Rosemeyer	(901) 874-3842/23	882-3842
p408cg	O Branch E6 & above	CTOCS(SW) Kelly	(901) 874-3842/23	882-3842
p408cg1	O Branch E5 & below	CTOC(SW) Joyce	(901) 874-3842/23	882-3842
p408ch	R Branch E6 & above	CTRC(SW) Henderson	(901) 874-3842/23	882-3842
p408ch1	R Branch E5 & below	CTRC(SW/AW) Williams	(901) 874-3842/23	882-3842
p408ce	I Branch E6 & above	CTIC(NAC) Loomer	(901) 874-3842/23	882-3842
p408ce1	I Branch E5 & below	CTIC(NAC) Keown	(901) 874-3842/23	882-3842
p408CL	EW E6 & above	EWCS(SW/AW) Lanham	(901) 874-3825	882-3825
p408CL1	EW E5 & below	EW1(SW/IUSS) Thurman	(901) 874-3834	882-3834

Fax: DSN 882-2650 or Comm (901) 874-2650.

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Sea Special Programs (PERS-409)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p409	Branch Head	LCDR Ligler	(901) 874-3852	882-3852
p409cd1	Branch Master Chief	OSCM(SW) Hixson	(901) 874-4987	882-4987
p409a	Admin Supervisor	YN2 Parmer	(901) 874-3844	882-3844
p409cd1	RAO/CVN-76 Detailer	OSCM(SW) Hixson	(901) 874-4987	882-4987
p409cd2	New Const. Detailer	FCC(SW) Hummer	(901) 874-3846	882-3846
p409cd3	New Const. Admin	PN2(SW) Barnhart	(901) 874-3856	882-3856
p409cd4	LCAC Detailer	BMCS(SW/FMF) Beaman	(901) 874-3845	882-3845
p409cd5	New Const. Detailer	ET1(SW/AW) Baker	(901) 874-3854	882-3854
p409cd6	New Const. Detailer	HT1(SW) Hendrix	(901) 874-3853	882-3853
p409cd7	New Const. Detailer	AE1(AW/SW) Taranski	(901) 874-3847	882-3847
p409cd8	CVN 76 Detailer	ABHCS(AW) Kons	(901) 874-2305	882-2305
p409cd9	New Const. Detailer	GSM1(SW) Anderson	(901) 874-2306	882-2306
p409dc	Head Sea Placement Section	PNC(AW) Villamento	(901) 874-3857	882-3857
p409dc2	Shore Disestablishment	SK2(SW) Sam	(901) 874-3855	882-3855
p409dc3	Decommissions/Homeport Changes	IT1(SW) Smith	(901) 874-3851	882-3851
p409de	Women in Ships	NCC(SW/AW) Gary	(901) 874-3850	882-3850
p409de1	Women in Ships	PNCS(SW) Garella	(901) 874-3859	882-3859

Fax: DSN 882-2649 or Comm (901) 874-2649.

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Shore Special Programs (PERS-4010)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p4010	Branch Head	LCDR Kronzer	(901) 874-3451	882-3451
p4010s	Asst Branch Hd/RAO, Fleet "A" School	LT Kobiec	(901) 874-3864	882-3864
p4010b	Branch Master Chief/RAO, Shore Special Programs	OSCM(SW) Williams	(901) 874-3775	882-3775
p4010a	Admin Supervisor	YN3 Morgan	(901) 874-3860	882-3860
p4010a3	Admin Asst.	YNSN Brinkman	(901) 874-3867	882-3867
p4010c	Career Recruiter Force Detailer	NCCS Cason	(901) 874-3868	882-3868
p4010c1	Recruiter E7-E8	MMC(SW) Ehrhart	(901) 874-3877	882-3877
p4010c2	Recruiter E6	YN1(SW) Moore	(901) 874-3861	882-3861
p4010c3	Recruiter E4-E5	PN1(SW) Victoria	(901) 874-3879	882-3879
p4010d	RDC/MEPS/ Naval Academy Company Chiefs/ FAST/USS CONSTITUTION/ USS ARIZONA Memorial	BMCS(SW) Mercer	(901) 874-3878	882-3878
p4010d1	EOA/NAVLEAD/CAAC	GMC(SW/AW) Arguello	(901) 874-3862	882-3862
p4010d2	Brig/CCU/NACU/SERE/Women Ashore	SM1(SW) Cline	(901) 874-3869	882-3869
p4010e	Physical Security Detailer	BMC(SW/AW) Robinson	(901) 874-3863	882-3863

p4010e1	Asst. Physical Security Detailer	YN2(SW) Felton	(901) 874-3870	882-3870
p4010f	Major Washington/Millington Staffs	YNCS(AW) Schmidt	(901) 874-3880	882-3880
p4010f1	Headquarters Activities	YN1(SW) Kingston	(901) 874-3886	882-3886
P4010f2	Flag Mess/Enlisted Aide Detailer	MSCS(SW/AW) Clarida	(901) 874-3871	882-3871
p4010g	Joint Area Placement	YNCS(SW) Medley	(901) 874-3872	882-3872
	MAAGS/MISSION/NATO/PEP			
p4010k	Enlisted to Officer Accessions Detailer	PNC(SW/AW) Hibbs	(901) 874-3874	882-3874
p4010s2	1306 Fleet Request/AEF/ATF/LCPO	PNC(SW) Christiansen	(901) 874-3873	882-3873
p4010s1	"A" School LPO/Reclassification/OSVET/NAVET	PN1(SW) Williams	(901) 874-4657	882-4657
p4010s3	"A" School Rating Assignment PO	YN2(SW) Lowe	(901) 874-2287	882-2287
p4010s4	"A" School Rating Assignment PO	PN2(AW) Sorrell	(901) 974-3866	882-3866
p4010s5	"A" School Rating Assignment PO	PN2(SW/AW) Ensign	(901) 874-3875	882-3875
p4010s6	Conversions via "A" School	YN2 Gordon	(901) 874-3884	882-3884
p4010s7	"A" School Rating Assignment PO	MS2 Reed	(901) 874-3865	882-3865
p4010s8	"A" School Rating Assignment PO/Conversions	OS2(SW) Baltushis	(901) 874-3883	882-3883

Fax: DSN: 882-2646 or Comm (901) 874-2646.

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Musician (PERS-64)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
p64	Division Director	LCDR M. D. Hammond	(901) 874-4312	882-4312
p64b	Deputy Division Director	LT Ingraham	(901) 874-4317	882-4317
p64d	Detailer	MUCM Rawson	(901) 874-4314	882-4314

Fax: DSN 882-2614 or Comm (901) 874-2614.

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TAR

<u>Code</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
N4	Director	CDR Lindberg	(504) 678-5109	678-5109
N41	CMC/MCPO/SCPO	SKCM(SW/AW) Tutt	(504) 678-6205	678-6205
N410	AE/AD/Physical Security	AEC(AW) Sievers	(504) 678-5412	678-5412
N411	AMS/AME/AMH/AS/PR	AMHC(AW) Finnigan	(504) 678-1214	678-1214
N412	AT/AO/AN	ATC(AW) Miles	(504) 678-5488	678-5488
N413	PN/NC/PreComm/Special Programs	PNCS(SW) Woods	(504) 678-6207	678-6207
N414	YN	YNC(SW/AW) Warren	(504) 678-6208	678-6208
N415	SK/AK/DK	SKCS(SW) Anderson	(504) 678-1599	678-1599
N416	HM/MS	HMC(SW) Hernandez	(504) 678-1779	678-1779
N417	AW/AC/AZ/Aircrew	AWCS(AW/NAC) Lee	(504) 678-1326	678-1326
N418	EN/HT/MR/DC/FN/EM	HTC(SW) Pellinen	(504) 678-6206	678-6206
N419	BM/ET/IC/IT/SN	ITC(SW) Milligan	(504) 678-6209	678-6209
N42	Admin Supervisor	PN1(AW) Leindecker	(504) 678-6210	678-6210
N421	School Quotas/TAD Clerk	PN2 Martinez	(504) 678-1217	678-1217
N426	CANREC/CRF	NCC(SS) Griffin	(504) 678-4250	678-4250

Fax: DSN 678-6211 or Comm (504) 678-6211.

E-mail: Replace xxxx in the following example with your detailer's E-mail code: nrpc-xxxx@nrpc.nola.navy.mil

Enlisted Placement Management Center (EPMAC)

<u>E-mail</u>	<u>Title</u>	<u>Incumbent</u>	<u>Commercial</u>	<u>DSN</u>
ep40	Commanding Officer	CAPT Dye	(504) 678-1470	678-1470
ep40a	Executive Officer	CDR Powell	(504) 678-1470	678-1470
ep47	Department Director	Mr. Lindsley	(504) 678-1432	678-1432
ep47b	Budget/Program Analyst	Mrs. Herrick	(504) 678-1128	678-1128
ep47s	Admin Assistant	Mrs. Malcolm	(504) 678-1433	678-1433
ep472	Dir. Assign/Imm Avails	PNC(SW/AW) Williams	(504) 678-1722	678-1722

ep471a	Lead GENDET Detailer	PN1 Johnson	(504) 678-1435	678-1435
ep471c	NROTC/Precom/Decom Det	EN2(SW) Hunt	(504) 678-1784	678-1784
ep471g	AN Detailer (Assignments)	GM2(SW) Waldron	(504) 678-5732	678-5732
ep471h	SN/FN Detailer (Assignments)	PN3 MacDonald	(504) 678-1587	678-1587
ep472a	Lead Immed Avail Detailer	PN1(SW/AW) Woods	(504) 678-1588	678-1588
ep472b	SN/FN/AN Detailer (Avails)	PN2 Elwood	(504) 678-6772	678-6772
ep472d	SN/FN/AN Detailer (Avails)	PN2(SW) Davis	(504) 678-6204	678-6204
ep472e	Submarine Detailer (Avails)	PCSN Taylor	(504) 678-1720	678-1720
ep402c	Rating Specialist (Seabees/ SEAL/EOD/Eng/Hull/Nuc/Med/Dent/Intel)	MMC(SW) McElrath	(504) 678-4146	678-4146
ep404c	Rating Specialist (Aviation)	AEC(AW) Creech	(504) 678-6729	678-6729
ep405a	Rating Specialist (Admin)	PNC(SW) Gillespie	(504) 678-0041	678-0041
ep405f	Rating Specialist (Supply)	MSC(SW) Silberman	(504) 678-0434	678-0434
ep405g	Rating Specialist (Deck)	BMC(SW/AW) Smith	(504) 678-8572	678-8572
ep407a	Rating Specialist (LCPO)	HMCM(SS) Williams	(504) 678-0435	678-0435
ep411a	Sea Placement (PAC)	TMCS(SW/AW) Crawford	(504) 678-1896	678-1896
ep412a	Sea Placement (LANT)	GMCS(SW) Bales	(504) 678-1049	678-1049
ep42c	Submarine Placement	ETC(SS) Wood	(504) 678-5439	678-5439
ep431a	Aviation Squad Placement	ADCS(AW/NAC) Williams	(504) 678-1520	678-1520
ep44s	Special Program Placement	Ms. Fisher	(504) 678-5009	678-5009
ep451	Shore Placement (LANT)	PNC(SW) Serrano	(504) 678-6737	678-6737
ep452	Shore Placement (PAC/Reserve)	YNCS(SW/AW) Cottery	(504) 678-1619	678-1619

E-mail: Replace xxxx in the following example with your detailer's E-mail code:

xxxx@epmac.nola.navy.mil

Selection Board Schedule

Board #	Title	Convene	Adjourn
180	Active LDO/CWO	29 Jan 01	16 Feb 01
185	Career Recruiter Force	31 Jan 01	02 Feb 01
205	Reserve E8/9	12 Feb 01	23 Feb 01
210	Active E9	20 Feb 01	09 Mar 01
235	Active E8	12 Mar 01	06 Apr 01
290	Active E7 Special	30 Apr 01	04 May 01
305	CNRC Career Recruiter Force	16 May 01	18 May 01
310	CMC Screen #2	21 May 01	22 May 01
311	Senior Enlisted Academy Screen #2	23 May 01	25 May 01
320	NJROTC	21 May 01	25 May 01
335	Reserve E7	11 Jun 01	29 Jun 01
360	Active E7	05 Jul 01	03 Aug 01
440	Seaman to Admiral Program	17 Sep 01	28 Sep 01
450	CNRC Career Recruiter Force	20 Sep 01	21 Sep 01

The latest version of the Selection Board Schedule is available on the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>.

PERS-32 Selection Board Support

To send mail to NPC in Millington, use the address below.
Be sure to include the PERS Code in line three of the address
and the PERS + 4 Zip code. The codes are available on the
NPC/BUPERS Home Page at:
<http://www.bupers.navy.mil>

DEPARTMENT OF THE NAVY
NAVY PERSONNEL COMMAND
PERS ____
5720 INTEGRITY DR
MILLINGTON TN 38055-_____

PLAD: COMNAVPERSCOM MILLINGTON TN/PERS_____

Microfiche and ESR Requests

Your Microfiche or Enlisted Summary Record (ESR) may be ordered by mail or fax. You can download the request forms from the NPC/BUPERS Web Site at <http://www.bupers.navy.mil>. Click on *Selection Boards, Other Selection Board /Advancement Information* and *Information on how to order your microfiche, Officer Summary Record or Enlisted Summary Record*. Then click on the form you wish to display, print the form, and fax or send it using the information provided below.

NAVY PERSONNEL COMMAND
PERS-313C
5720 INTEGRITY DRIVE
MILLINGTON, TN 38055-3130

- ❖ You may fax the form to: DSN 882-2664 or Comm (901) 874-2664.
- ❖ If you need more information, you may call: DSN 882-3596/3415 or Comm (901) 874-3596/3415.

Phone or E-mail requests for microfiche or ESRs cannot be honored.
Your signature is required for each request.

The Back Page

Use the charts below to plan your order negotiations. Requisitions are generated about every two weeks and list vacancy projections for your negotiation window - usually nine months. Use the first table to determine when you can start negotiations and when you are required to be under orders. Use the second table to determine which JASS requisitions you will be permitted to use and when AM/PM detailing expanded hours will occur. On these days, detailers will be available from 0600-2200 CST. Please consult your Command Career Counselor and review JASS listings before contacting the detailer. This will make the process more efficient and may answer some questions before the call.

If your PRD is:	Begin negotiations the <u>first</u> week of:	You must be under orders by the <u>last</u> week of:
October 2001	January 2001	March 2001
November 2001	February 2001	April 2001
December 2001	March 2001	May 2001
January 2002	April 2001	June 2001

<u>PRD:</u>	<u>New REQS:</u>	<u>AM/PM Detailing</u>	<p>You have a three-month window to negotiate orders. Use it wisely and be reasonable in your requests and expectations. If you have a change in status (i.e., EFM, married, etc.), contact your detailer even if you haven't reached your negotiating window yet. If you are currently in your negotiating window, note when you are required to be under orders in the first table.</p>
October 2001	Jan 9 & 23 Feb 6 & 21 Mar 6 & 27	Jan 10 & 24 Feb 7 & 22 Mar 7 & 28	
November 2001	Feb 6 & 21 Mar 6 & 27 Apr 10 & 24	Feb 7 & 22 Mar 7 & 28 Apr 11 & 25	
December 2001	Mar 6 & 27 Apr 10 & 24 May 8 & 22	Mar 7 & 28 Apr 11 & 25 May 9 & 23	
January 2002	Apr 10 & 24 May 8 & 22 Jun 5 & 26	Apr 11 & 25 May 9 & 23 Jun 6 & 27	